Neurodivergent

Strengths & Challenges

Being neurodivergent brings both challenges and strengths. Below are some examples.

Neurodivergence Prevalence in population %	Strengths	Challenges
ADHD Attention Deficit Hyperactivity Disorder 3.4%	• Energetic • Thinking outside of the box • Big picture thinking • Insightfulness • Adventurous • Comfortable with change and uncertainty • Taking calculated risks • Pushing boundaries • Hyper-focus	• Impulsivity • Hyperactivity, restless • Inattention • Interrupting and overly talkative • Maintaining focus • Rejection sensitivity • Getting distracted and boredom • Forgetfulness and losing things • Time management and starting & finshing tasks
ASC Autistic Spectrum Condition 1-2%	• Problem Solving • Analytical Thinking • Logical and data-driven thinking • Ability to focus and concentrate for long periods • Acquire, assimilate and retain detailed information • High sense of fairness • Recognising gaps in information • Punctual, reliable and loyal	• Social interactions • Reading body language and facial expressions • Understanding jargon or metaphors • Adapting to change • Conceptualising and communicating abstract ideas • Eye or physical contact • Sensory overload, from noise, lighting, smells and textures.
Dyslexia 10%	• Inventiveness & creativity • Problem solving • Pattern spotting • Big picture thinking • Qualitative reasoning • Story telling and use of compelling narrative • 3D and spatial thinking • Intuitive and reading people	• Working memory and remembering information • Recalling words, numbers of sequences • Reading or writing quickly • Spelling • Word recognition • Sensory overload • Time management • Organisation and planning
Dyspraxia 10%	• Creative thinking • Empathy for others • Sense of humour • Finding novel solutions • Motivated and determined • Long term memory	• Physical co-ordination, balance and movement • Bumping into things and people • Identifying left and right • Writing by hand • Short term memory • Time management and planning • Emotional management

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Neurodivergence Prevalence in population	Strengths	Challenges
Dyscalculia 6%	• Creativity • Strategic thinking • practical ability • Love of words • Intuitive thinking • Problem solving	• Understanding and making mathematical calculations such as multiplication, addition, subtraction and percentages. • Telling the time • Planning and scheduling • Calculating distances and journey times
Tics & Tourettes Syndrome 1-2%	• Enhanced cognitive control • Energetic • Perceptually acute • Quick at task completion • Empathetic • Good sense of humour	• Facial grimacing • Blinking and eye darting • Shoulder shrugging • Sniffing and nose twitching • Touching objects • Repeating words and phrases • Obscene gesturing and language
Mental Health 16-24%	• Self-reflection • Empathy • Compassion • Persistance • Advocacy • Resilience • Considered and assessing risks • Preparedness	• Exhaustion • Motivation • Concentration • Social interactions • Irritability • Forgetfulness and going blank • Self esteem and self worth
Acquired Neurodivergency n/a	• Adaptability • Empathy • Wisdom	• Fatigue • Sense of self • Emotional management

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