

# How a neurodivergent workforce can boost a company's resilience

*It's thought 15-20% of people are neurodiverse, an umbrella term taking in conditions such as dyslexia, dyspraxia, social anxiety, ADHD, autism, dyscalculia, and Tourette's syndrome.*

Temps de lecture : minute

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Neurodiversity is synonymous with different ways of thinking. Increasingly, employers realise each neurodiverse employee brings something unique to the workplace, and business can benefit from that.

## Productivity gains

Multinational software company SAP has seen productivity gains, quality improvement and increased innovative capabilities in the decade since proactively setting out to attract and foster neurodiverse talent.

Numerous employers have since followed suit, seeing neurodiversity as a competitive advantage. Employers such as Monzo, Kazoo and Circular have open hiring policies and benefit from the lived experience neurodivergent employees bring to work.

Because neurodiverse people receive, process and interpret information differently as they learn to navigate a world designed for the neurotypical, they often develop heightened problem-solving skills enabling them to come up with solutions which might never occur to others.

Employers see that those who naturally think outside the box can be star creative performers, demonstrating skills that are increasingly valuable to businesses as they compete on innovation.

Stereotypes around neurodiversity often focus on autistic people who are mathematical geniuses, but neurodiversity is a spectrum. And while some autistic people may have great heads for numbers, someone with dyspraxia might see everything visually, have an ability to connect seemingly unrelated things quickly, or to remember obscure details--which might be key to solving a particular problem.

## Embracing neurodiversity

Companies which embrace neurodiversity do so not only out of a desire to be inclusive, but because they know it makes them more resilient.

Encouraging employees to bring their whole selves to work is ultimately good for growth.

If you are neurodivergent, you may have sought to conceal this from your employer and stuck with a dull job for too long rather than seek another offering greater excitement and potential for personal achievement.

If you're ready to consider moving to an employer which will recognise and welcome the advantages your unique perspective brings to the way you work, the [Maddyness Job Board](#) has hundreds of openings in companies that are actively hiring, just like the three below.

### Senior Software Development Engineer - Growth, GoCardless, London

[GoCardless](#) is a fast-growing fintech providing payment services to over 75,000 organisations globally and processing over \$30B of payments across 30 countries annually. The [Senior Software Development Engineer - Growth](#) will work on business problems with a direct impact on company growth and revenue. GoCardless applies an experimental approach to help move projects from ideation to implementation-- just the kind of working environment that might suit someone who thinks differently, and

9% of the workforce here currently identifies as neurodivergent. The main requirement to apply is professional experience in coding combined with a commitment to building reliable, well-tested systems. See the [full job description here](#).

## Director of Data Science - Operations, Monzo - London/Anywhere

A company that wants to make money work for everyone, [Monzo](#) is focused on solving problems rather than selling financial products. It has a strong culture of data-driven decision making and experiment-led outcomes. As [Director of Data Science](#) you'll be working to provide a delightful customer experience and leading a full stack data team. You'll need significant experience in customer operations and have multiple years of experience in a hands-on data role leading data science teams. Monzo celebrates diversity in all its forms, providing support so everyone can thrive. You can find more details on the [Director of Data Science role here](#).

## Technical Product Manager - ByteDance, London

[ByteDance](#) is on a mission to inspire creativity and enrich life, which it does via products such as TikTok, Helo, and Resso which make it easier and more fun for people to connect with, consume and create content. The organisation seeks a [Technical Product Manager](#) to oversee the planning, operation, research and development of global network infrastructure. You'd be the bridge between various teams across countries, driving the delivery of new products and features to market. A BA/BS degree or above with three years' of network project delivery or technical leadership background is required. ByteDance is an inclusive employer, with all employees valued for their skills, experiences, and unique perspectives. [Apply for the role here](#).

*For more roles across tech, fintech, business and finance, visit the Maddyness Job Board today.*

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