

# NEURODIVERSITY AND HIGH PERFORMING TEAMS

## Red Flags or Reasonable Adjustment?

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# Inclusive Change

## Training Services



Empowering teams with neurodiversity training to foster inclusive, supportive, and productive workplaces.

## Change Management Consultancy



Guiding organisations through inclusive change strategies that support neurodivergent and disabled employees.

## Practical Solutions



Offering actionable toolkits and resources tailored for real-world neuro-inclusivity in the workplace.

## Who We Are

Inclusive Change is an independent consultancy dedicated to transforming workplaces. Our expert team combines decades of leadership experience with lived insights into neurodiversity, empowering you to build inclusive, high-performing teams and drive productivity.

## What We Do

We provide training and support, for organisations to help build neurodiverse and inclusive workplaces where everyone can thrive. We aim to prepare organisations and individuals for the future workplace with neurodiversity in mind.

SCAN ME! >>>



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[inclusivechange.co.uk](http://inclusivechange.co.uk)

## Red Flags or Reasonable Adjustment

### Description

Continuing the conversations about neurodiversity in the workplace. Many teams mistake neurodivergent differences for underperformance.

Small frictions grow into performance issues, grievances and risk. This session reframes “red flags” as unmet needs, gives managers the confidence and language to ask the right questions and turn reasonable adjustments into practical support strategies. The focus is on everyday work, relationships, wellbeing, equity and increased productivity.

Understanding what is reasonable and what is a red flag.

### Outcomes

- Understand challenges for neurodivergent staff
- Understand what is a reasonable request & what is capability concern
- Explore a four step model: Recognise, Ask, Adjust, Lead.
- Recognise adjustments to real lived experience and case law
- Avoid miscommunication and breakdown in work relationships.



So informative and supportive. I now have more understanding to be able to empathise and help.



### Who is this for?

Leaders, Managers, HR team



### Duration

90 Minutes or  
Half day option



### Format

In person or online  
delivery



### Price

£599 + vat for 90 mins  
£1399 +vat for half day  
Travel expenses will apply  
from TQ5 for in person

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touch



[inclusivechange.co.uk](https://www.inclusivechange.co.uk)

In this workshop we'll learn to spot early signs that someone's not getting what they need at work or the output isn't what the organisation need, use a simple **Recognise → Ask → Adjust → Lead** approach, and turn common "red flags" into helpful conversations. You'll try the ideas on your own scenarios and leave with clear, achievable next steps for a healthier, more productive team.

## What we'll cover

### Red flags or reasonable requests?

Identify everyday signals that call for a supportive chat or a performance verdict. We'll notice patterns in tasks, communication and environment and what helps people do their best work.

### The four-step model: Recognise • Ask • Adjust • Lead

Short prompts for each step: how to ask kind, task-focused questions, agree small trials, and check in. We'll set gentle defaults like agendas in advance and decisions in writing.

### Common misreads and simple supports

Practical, low-cost tweaks that make work easier to get right: plain-language prompts, pre-reads, written recaps, camera-optional meetings, quiet space or headphones for focus, short buffers at handovers, checklists and shared boards, plus clear signals for truly urgent interruptions.

### Reasonable adjustments in practice

A straightforward fairness check: Does it help the person do the job well? Can we run it here? Is it safe and workable for the team? We'll capture what you'll try, when you'll review, and what success looks like.

### Real example

We will explore UK cases where small behaviours and delayed support affected wellbeing and delivery. We'll compare what happened with what better looks like, then design kinder alternatives you can use.