

# Supporting Neurodiverse Mentees in Tech

## A PRACTICAL GUIDE FOR MENTORS

*Purpose: Provide mentors with strategies to support neurodiverse mentees and foster an inclusive environment.*

### Understanding Neurodiversity

Neurodiversity includes a range of cognitive differences, such as autism, ADHD, dyslexia, and more. Each individual has unique needs and strengths, and understanding these differences is key to providing the best support.

### Effective Communication

- **Clarity and Simplicity:** Be clear and concise when explaining concepts. Avoid ambiguity and jargon.
- **Time for Processing:** Some neurodiverse individuals may need more time to process information. Be patient, and allow them to ask follow-up questions.
- **Written vs. Verbal Communication:** Ask your mentee if they prefer written instructions (e.g., email summaries) or verbal ones.

### Creating an Inclusive Environment

- **Sensory Considerations:** If the mentee experiences sensory overload (e.g., from bright lights or noisy environments), suggest strategies like noise-canceling headphones or working in quieter spaces.
- **Flexible Scheduling:** For some neurodiverse individuals, flexible working hours or remote work may help reduce stress and improve focus.

#### How to use:

- Have open conversations about your mentee's preferences, challenges, and strengths.
- Regularly check in to ensure your mentee feels comfortable, and adjust your approach if necessary.