

Thinking outside the box

How neurodiversity creates opportunities

What is neurodiversity? People who are neurodivergent — including those with autism, ADHD, and dyslexia — process information differently. Whether it's yourself, your child, or a coworker, supporting those with neurodiversity can bring great benefits.

What are some unique contributions of neurodivergent people?

- **Creative thinking.** Neurodivergent people can be excellent creative thinkers, doers, and makers.
- **Innovative problem solving.** Thinking differently can lead to unexpected — and effective — approaches to problems.
- **Attention to detail.** Some neurodivergent people can catch patterns that others might overlook. Their precision can help ensure high standards of quality.
- **Expanded talent pool.** About 15 to 20 percent of people around the world are neurodiverse.* These individuals contribute to more diverse workforce.

If you are neurodiverse or think you may be, it can be helpful to talk to someone about what you are experiencing. Your Carelon Wellbeing offers 6 no-cost counseling sessions so you can begin to see your neurodiversity as a strength.



We're here to help

Your benefits, including confidential counseling sessions and extensive well-being resources, are available 24/7 at no extra cost to you.

Call: 866-934-2588

carelonwellbeing.com/genesco



* National Cancer Institute, Division of Epidemiology & Genetics, *Neurodiversity* (accessed November 2023); dceg.cancer.gov.