

# Work scenarios

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Work scenarios on planning for accommodations, developing strategies for specific workplace challenges, and how to become assertive when you are neurodivergent

Work scenario	Techniques	Proposed solutions
Requesting a quiet workspace due to sensory sensitivity	Clear Communication; Providing Evidence; Anticipating Objections	<ul style="list-style-type: none"> <li>• Discuss sensory needs with manager and/or HR, using a prepared statement.</li> <li>• Provide scientific literature on sensory sensitivity.</li> <li>• Anticipate and address potential concerns about space and cost.</li> </ul>
Managing sensory overload in meetings	Preparation; Self Advocacy; Scripting Requests	<ul style="list-style-type: none"> <li>• Request an agenda in advance to prepare.</li> <li>• Script a polite request for breaks during long meetings.</li> <li>• Propose alternative meeting formats like written communication when possible.</li> </ul>
Navigating social interactions and misunderstandings	Setting Boundaries; Seeking Clarity; Role Playing	<ul style="list-style-type: none"> <li>• Express preferred communication styles and limits.</li> <li>• Ask for explicit instructions in social situations.</li> <li>• Role-play scenarios with a therapist or friend to build confidence.</li> </ul>
Handling time management challenges	Organizational Tools; Task Prioritization; Seeking Adjustments	<ul style="list-style-type: none"> <li>• Utilize digital tools like Tiimo for scheduling.</li> <li>• Break tasks into smaller, manageable steps.</li> <li>• Discuss with a supervisor the possibility of adjusted deadlines or task division.</li> </ul>
Advocating for regular breaks to manage stress	Expressing Needs; Suggesting Solutions; Building a Case	<ul style="list-style-type: none"> <li>• Explain how regular breaks can increase overall productivity.</li> <li>• Propose a trial period for the new break schedule.</li> <li>• Gather and present data on improved performance during the trial.</li> </ul>
Addressing challenges in group projects	Clarifying Roles; Assertive Communication; Suggesting Alternatives	<ul style="list-style-type: none"> <li>• Request a clear outline of roles and responsibilities in group settings.</li> <li>• Practice assertive communication to express your needs and ideas.</li> <li>• Suggest alternative collaboration methods that play to your strengths.</li> </ul>

By employing these specific strategies and solutions, neurodivergent individuals can effectively advocate for themselves in the workplace, leading to a more inclusive, understanding, and productive work environment.