



# INTERVIEWING NEURODIVERGENT INDIVIDUALS

## EFFECTIVE AND INCLUSIVE COMMUNICATION STRATEGIES



### • **What “Neurodiversity” Means**

An overview of common neurotypes, such as:

- Autism Spectrum
- ADHD
- Dyslexia, Dyspraxia, Dyscalculia, Tourette's, and others without stereotyping or assuming limitations.

You'll learn why common practices (open-ended questions, rapid conversational pace, reliance on social cues) may disadvantage neurodiverse candidates.

### • **How Standard Interviews Can Create Barriers**

You'll learn why common practices (open-ended questions, rapid conversational pace, reliance on social cues) may disadvantage neurodiverse candidates.

### • **Techniques for More Effective Interviews**

For example:

- Asking clear, specific questions instead of vague ones.
- Allowing extra processing time.
- Sharing interview questions or structure in advance.
- Creating sensory-friendly or low-stress interview settings.

### • **How to Reduce Anxiety and Support Authentic Performance**

Many neurodiverse people struggle with interviews, not because of skill deficits but because of uncertainty, sensory overload, or communication differences.

### • **How to Ask About Accommodations**

You'll learn appropriate ways to discuss accommodations respectfully and legally, and what supports might make interviews more accessible.

# FREE WEBINAR

Wednesday

**11th February 2026**

16:00 (GMT)



**Jo Day, CFI, CPP**

Director of Business  
Development & Training



**Chris Norris, CFI**

Director for WZ EU, International  
Training, and Webinars

**TO REGISTER**

