



# 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.

**£125**

plus VAT

**VIRTUAL  
TRAINING SEMINAR**  
**21<sup>ST</sup> MAY 2026**  
Thursday  
**11:00–13:00 (GMT)**



**Jo Day, CFI, CPP**  
Director of Business  
Development & Training



**Chris Norris, CFI**  
Vice President of WZ International

**TO REGISTER**

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