



## Executive Summary

# DESIGNING FOR INCLUSION IS GOOD DESIGN FOR EVERYONE

### Overview:

The 9-to-5 model is killing exceptional talent. Genius lives at the fringes. By definition, it doesn't fit the box. Hiring neurodivergent minds is a company's best chance at recruiting exceptional talent. The only change required of businesses is offering people flexibility in their work habits.

### The numbers:

- 80%+ of autistic adults are unemployed or underemployed (Deloitte)
- Companies that actively recruit neurodivergent talent report 90% higher innovation and 30% higher productivity (Deloitte)
- 76% of neurodivergent employees say flexible work arrangements are the #1 factor in their job satisfaction (University of Connecticut)
- Neurodiversity-inclusive companies have 30% lower turnover rates (MIT)

### Key Highlights:

- **The Cost of the Status Quo:** Forcing square pegs into round holes burns out exceptional talent. The result? You miss out on the pattern-recognition, hyper-focus, and unconventional thinking that drives breakthrough innovation.
- **The Flexibility Dividend:** When you stop demanding 8 continuous hours of office presence, you gain access to minds that work in intense, creative bursts - often producing more value in 3 focused hours than others do in 8 distracted ones.
- **Competitive Advantage:** While your competitors fight over the same "neurotypical" talent pool, you can tap into an underserved market of exceptional thinkers who only require one thing: the freedom to work in ways that match their cognitive patterns.

### Challenges:

- Stigma: People with autism, ADHD, and similar neurodivergencies are looked at as liabilities.
- People who don't fit in typically have spotty work histories. They sometimes luck out and find a suitable work environment where their genius can thrive, but it's not typical. We are wasting talent. The recruitment process needs to accommodate for this.

### Recommendations:

- Replace rigid 9-to-5 compliance with flexible performance metrics. Measure output, not hours.
- Stop filtering out unconventional thinkers. Build systems that allow neurodivergent talent to work in ways that maximize their unique strengths.