

Transcript of clip from Ed Thompson's Mind Tools Expert Interview

“The process of getting hired is really full of pitfalls for neurodivergent talent. Just to name a few that people might mention – first of all, right off the bat, a lack of statements from organizations saying that this matters.

“An organization might have a diversity page of their website, careers website, saying how important diversity and inclusion is; very rare, and I would say it's largely organizations we work with at Uptimize that are the outliers, where they really talk about their enthusiasm for different thinking styles. So, there is immediately a sort of ‘do they want people like me, do they understand people like me?’

“I think, sadly, often that's rooted in or grounded in fact. Confusing job descriptions and application forms, timed application forms, job descriptions that ask for things that they don't really need. So we've got a role that doesn't really need great communication skills but asks for it anyway just because they think we might as well; job descriptions full of jargon, and so on.

“These things can be confusing to literal thinkers. And then you get into how people are filtered. I think that's another big challenge. You may find particularly older people who are neurodivergent have had more patchy employment experiences due to reasons outside their control.

“I have friends who have been fired for the spurious reason of sort of finding something in the organization that wasn't working and telling everybody it wasn't working; people struggling to get hired and being over-qualified and so on. So I think that sort of mass filtering can be a challenge here as well. You see somebody that has had a couple of years out of work, and they don't make it through.”

[Listen to the full 30-minute interview as part of your Mind Tools membership.](#)