

A 5-minute self-assessment.

The Manager Readiness Reality Check

Most managers aren't failing. They're under-equipped to lead a workforce shaped by disability and neurodiversity.

Only
35%
of senior managers
have received
neurodiversity training.¹

Check every statement that sounds like your organization.

Are our managers prepared?

- ☐ Managers are prepared to lead a workforce shaped by disability and neurodiversity.
- ☐ Managers are confident in navigating conversations about disability, accommodations, or employee support.
- ☐ Managers receive training that prepares them to lead employees with disabilities and neurodivergent employees.

Can our managers connect employees to neurodiversity support?

- ☐ Managers know what neurodiversity resources are available to employees.
- ☐ Managers know how to connect employees to the right support when a need arises.
- ☐ Managers can recognize when it's time to bring in additional support.

Do our managers create a consistent employee experience?

- ☐ Employees report a consistent experience, regardless of who manages them.
- ☐ Accommodation requests are handled promptly and smoothly.
- ☐ Employees feel supported in working in ways that help them succeed.

Are we investing in manager readiness?

- ☐ Managers can access disability and neurodiversity guidance when questions or situations arise.
- ☐ We keep up to date with what support our managers need most.
- ☐ Manager readiness is an integral part of our workforce strategy.

Your Results

Every statement selected reflects a strength to build on. Every statement not selected is an opportunity to help managers lead a more inclusive, productive workplace for everyone.

 0–3 statements selected

You're building the foundation.

There's a clear opportunity to better equip managers to lead a neurodiverse workforce. The right training, tools, and support can help strengthen engagement and retention.

 4–7 statements selected

You're building real momentum.

You've got solid pieces in place with a few gaps left to close. Targeted investments can create a more consistent employee experience and help neurodiverse teams perform at their best.

 8–12 statements selected

Your managers are well-equipped.

You're making manager readiness a meaningful part of your workforce strategy. Keep investing so managers stay prepared, and employees who think, communicate, and work differently get the support they need to succeed.

1. City & Guilds Foundation. *Neurodiversity Index Report 2026*.

2. RethinkCare. *The State of Neurodiversity in the Workplace 2026: Supporting Performance, Leadership Effectiveness, and Retention in Today's Workforce*. 2026

Manager Readiness Starts Here

High-performing organizations don't expect managers to have all the answers. They equip them to support disabled and neurodivergent employees, helping reduce HR-related incidents and escalations by up to 58%.²



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Closing the Manager Gap

