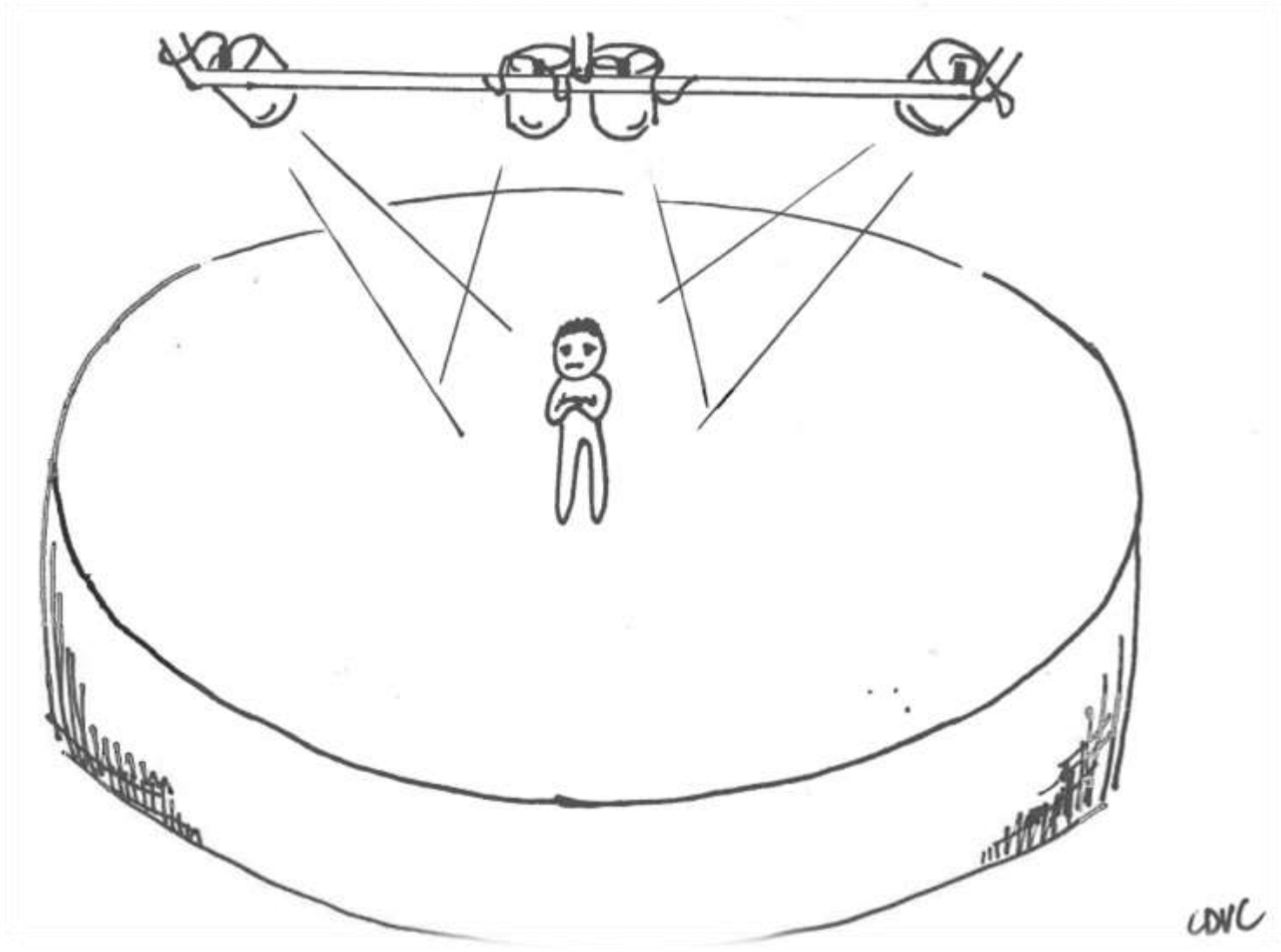


Inclusive Collaboration

how our differences make
the difference

@AWGHodder

Aaron.Hodder@assurity.co.nz



AWG

@AWGHodder



LOVO

@AWGHodder



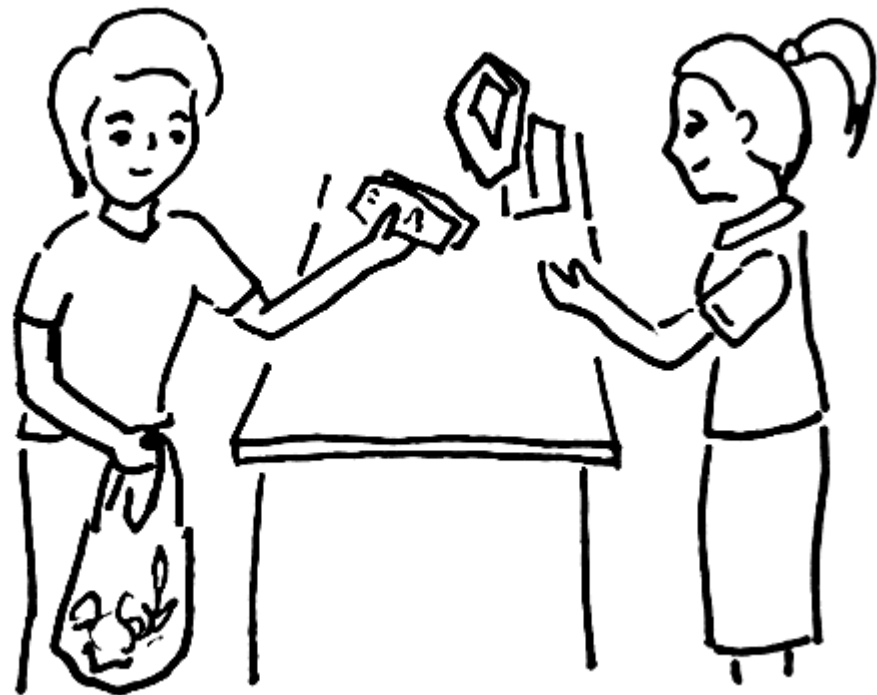
@AWGHodder

@AWGHodder





@AWGHodder



@AWGHodder



@AWGHodder



@AWGHodder



@AWGHodder



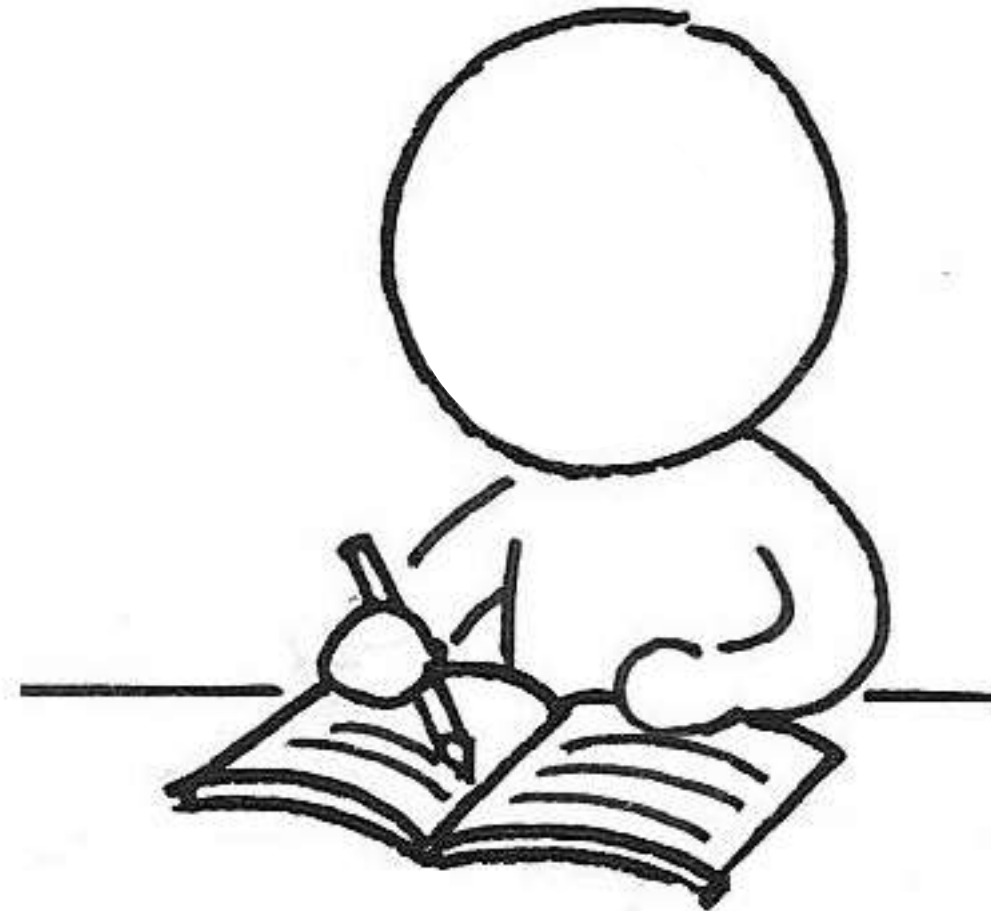
@AWGHodder



@AWGHodder

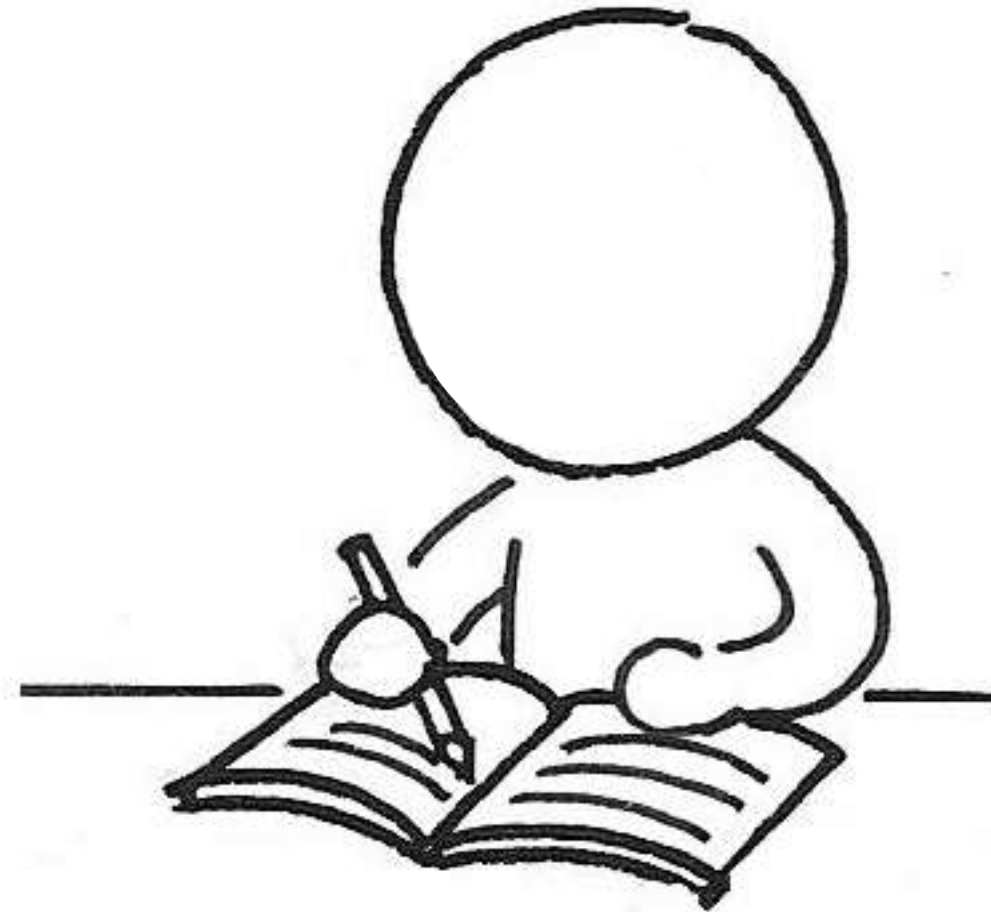
Column 1

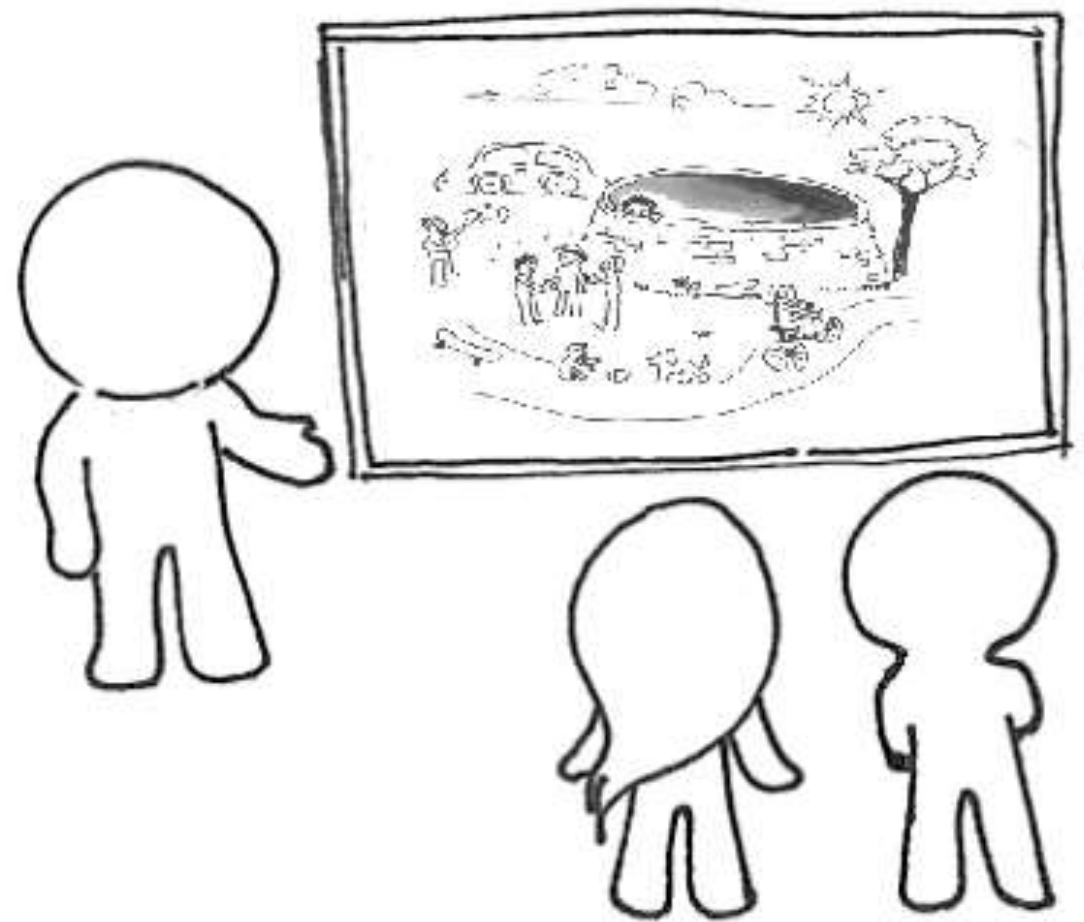
What kind of person do you want to be?



Column 2

What are your weaknesses?





Disclaimers

@AWGHodder



Neurodiversity

The beautiful mosaic of behavioural and mental variances between us all

@AWGHodder



ADHD Crusader

Superpowers

- Superb in a crisis
- Super Creative
- Hyper Focus



Kryptonite

- Easily bored
- Ideas can run away from them
- Focus on 'wrong' things

Dr Depression

Superpowers

- Negative mindset
- Higher (more realistic) expectation of risk
- Devil's Advocate



Kryptonite

- Can appear a-social
- Can appear to be a pessimist
- Might have more sick days

Superpowers

- Intense focus
- Attention to detail
- Out of the box problem solving

Agent of Autism



Kryptonite

- Sensory overload
- Social awkwardness

@AWGHodder

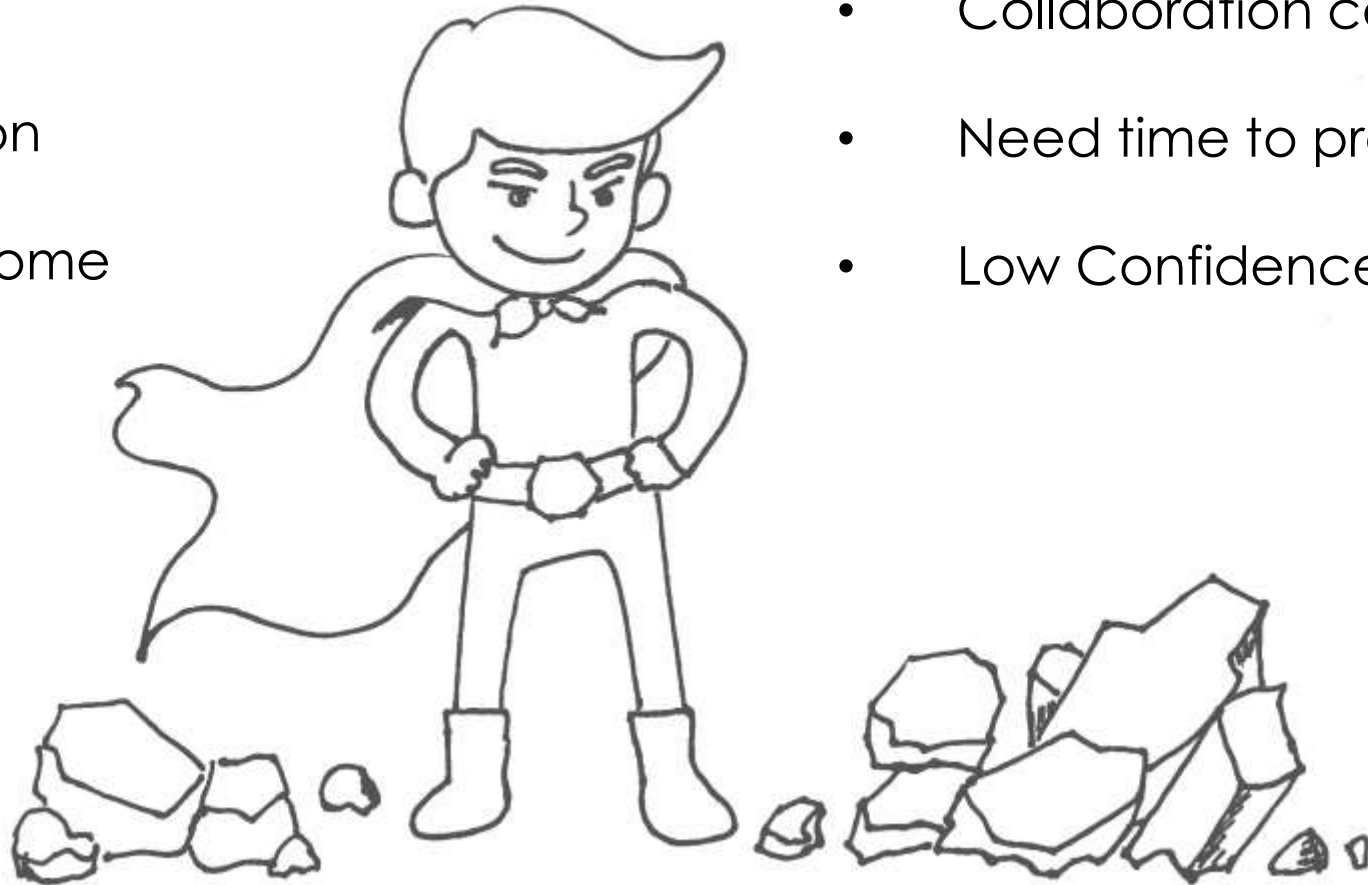
Anxiety Avenger

Superpowers

- Deep analysis
- Harness emotion
- Imposter Syndrome

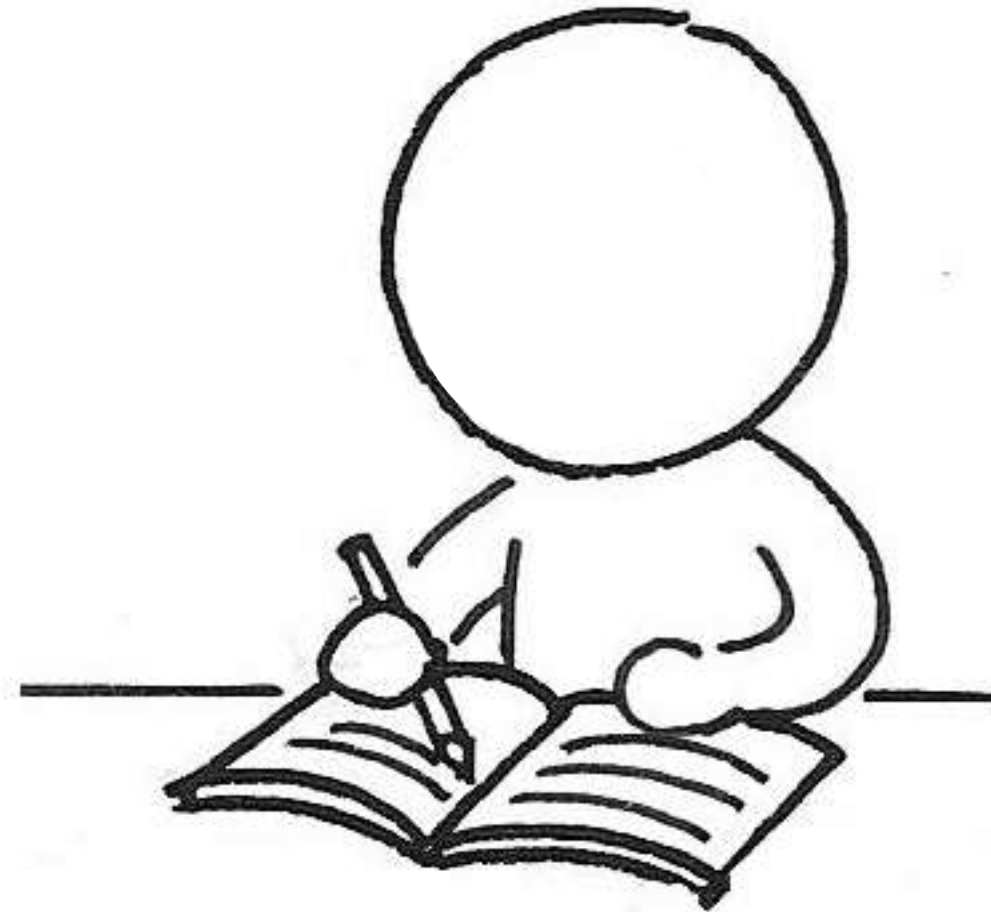
Kryptonite

- Collaboration can be difficult
- Need time to prepare
- Low Confidence



Column 3

Reframe an item in Column 1 into a superpower





@AWGHodder

Social model of disability

$$\begin{array}{r} \text{Impairment} \\ + \text{Environment} \\ \hline = \text{Disability} \end{array}$$

@AWGHodder

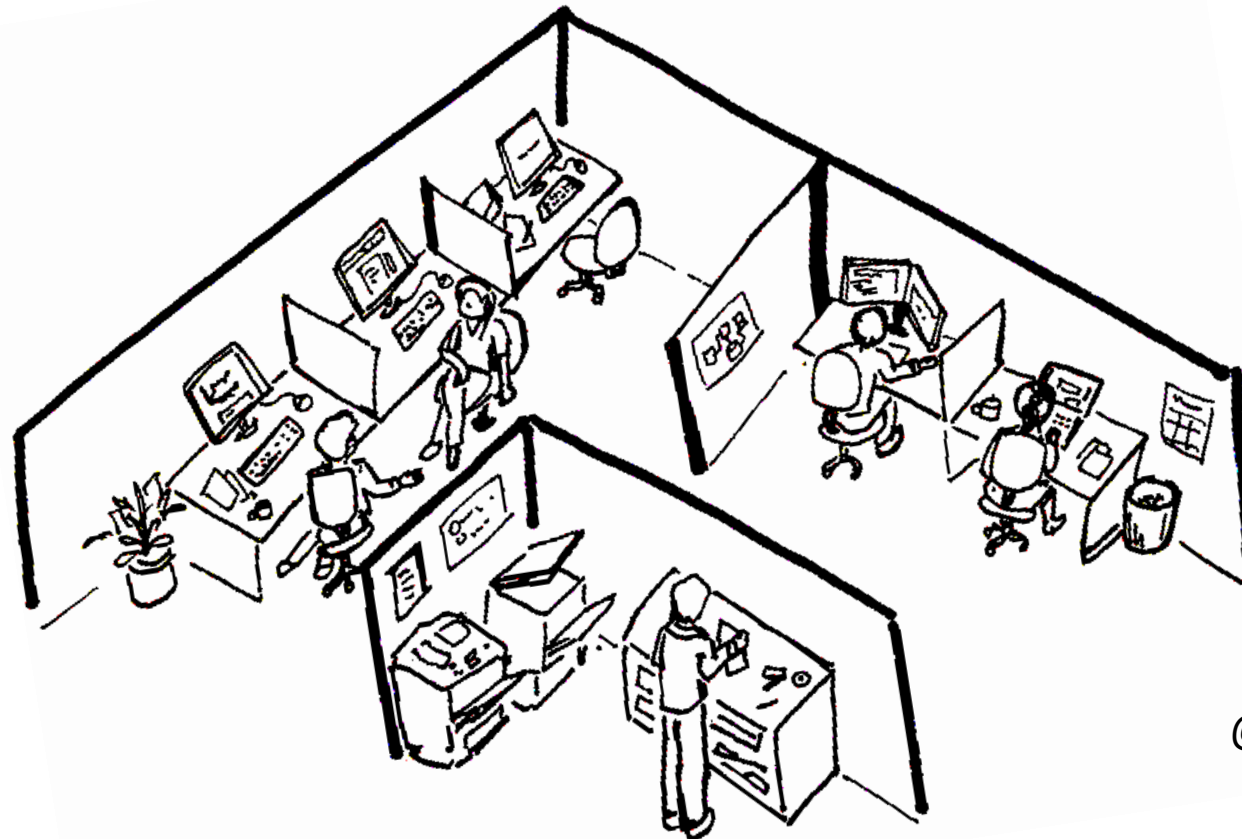


Recruitment and Management



@AWGHodder

Environment



@AWGHodder

Individuals and Interactions



@AWGHodder

Next Steps

<https://goo.gl/768M0u>

Inclusive
Collaboration

<http://inclusive-collaboration.org/>

For employers and recruiters

Business Cases:

- [Creating a mentally healthy workplace: Return on investment analysis](#)
- [A Mentally Healthy Workforce – It's Good for Business](#)
- [Neurodiversity as a competitive advantage](#)

Recruitment:

- [Recruiting an autistic employee](#)
- [The Autistic Employee 1: 28 Tips for hiring people on the spectrum](#)

Workplaces:

- [Modern office design: friend or foe – reviewing the research](#)
- [Programmers really hate open floor plans](#)
- [The Health Issue we aren't talking about in the workplace](#)
- [Neuroscientists Have Figured Out Why You Can't Concentrate at Work](#)



@AWGHodder

Case Studies & Personal Stories

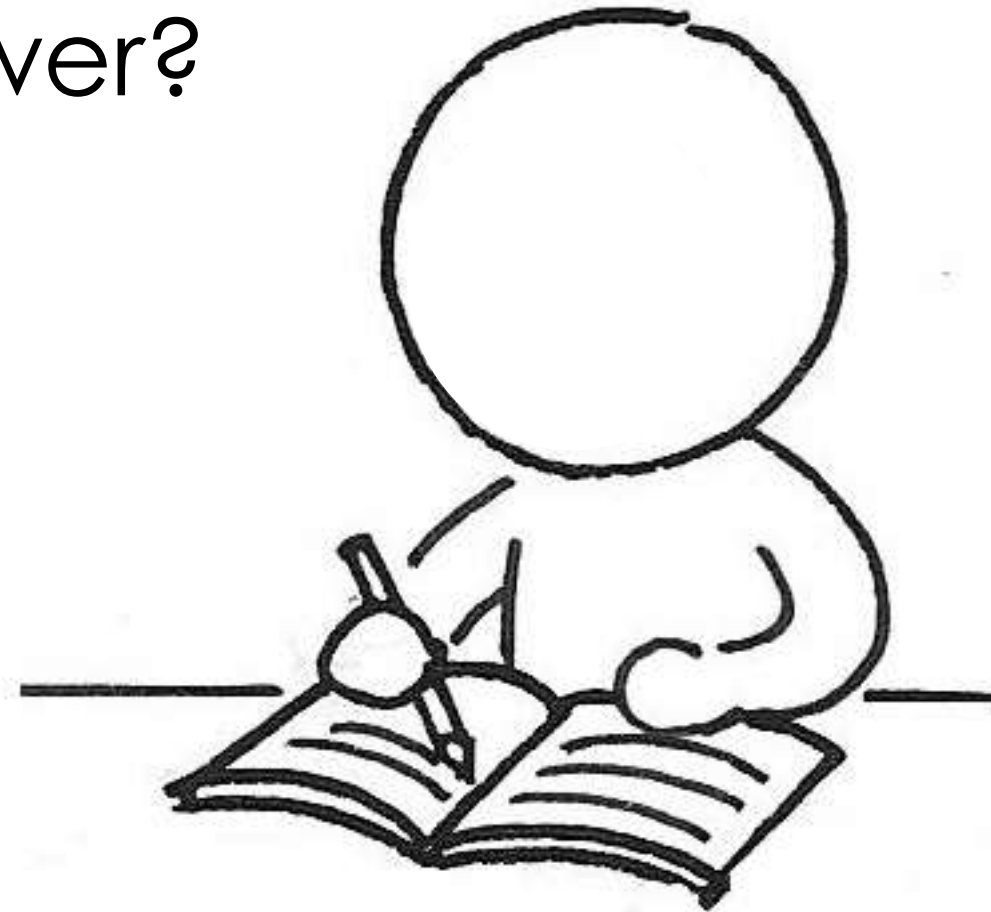
**Escape ineffective
monoculture**

<http://inclusive-collaboration.org>

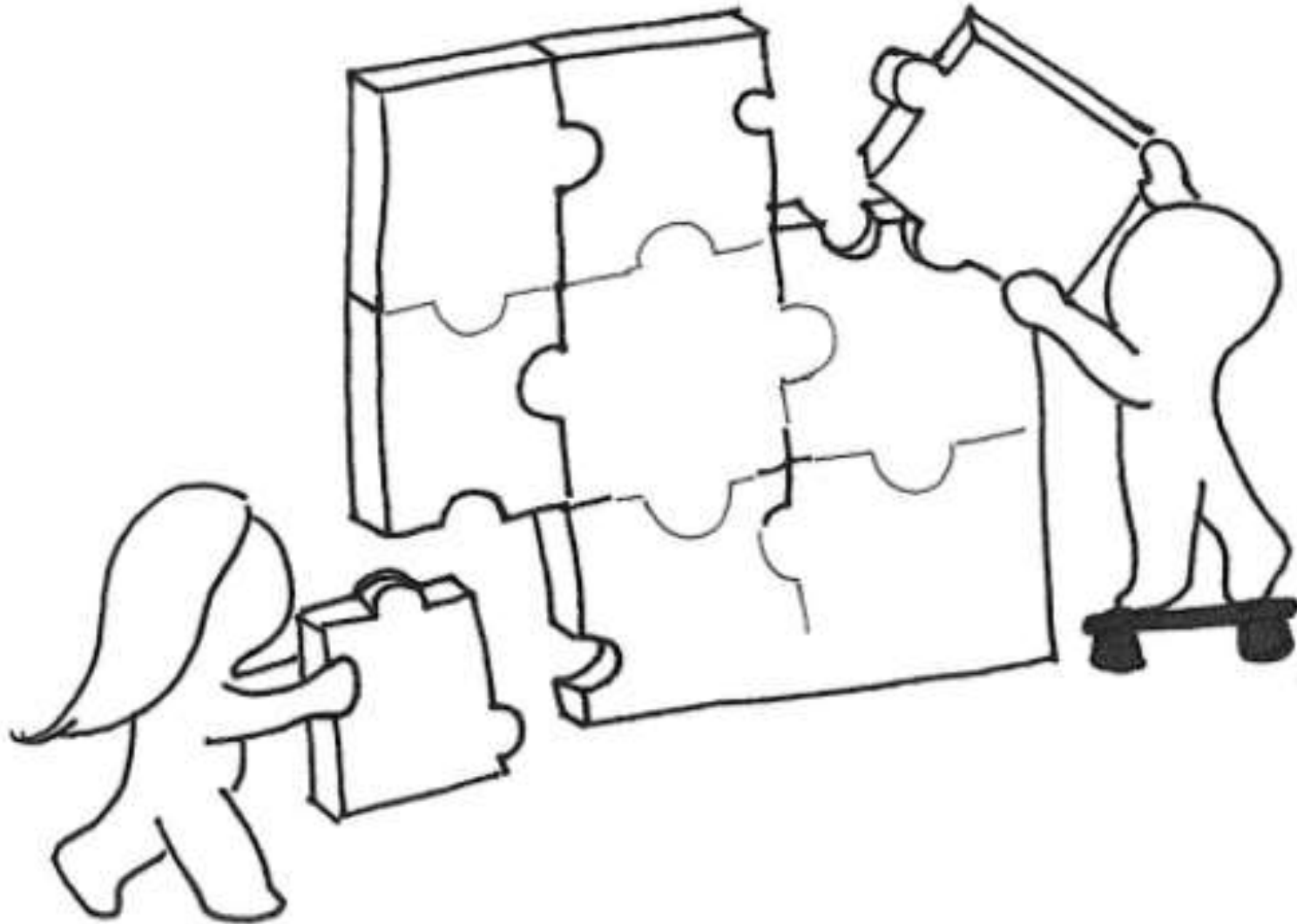
@inclusivecollab

Column 4

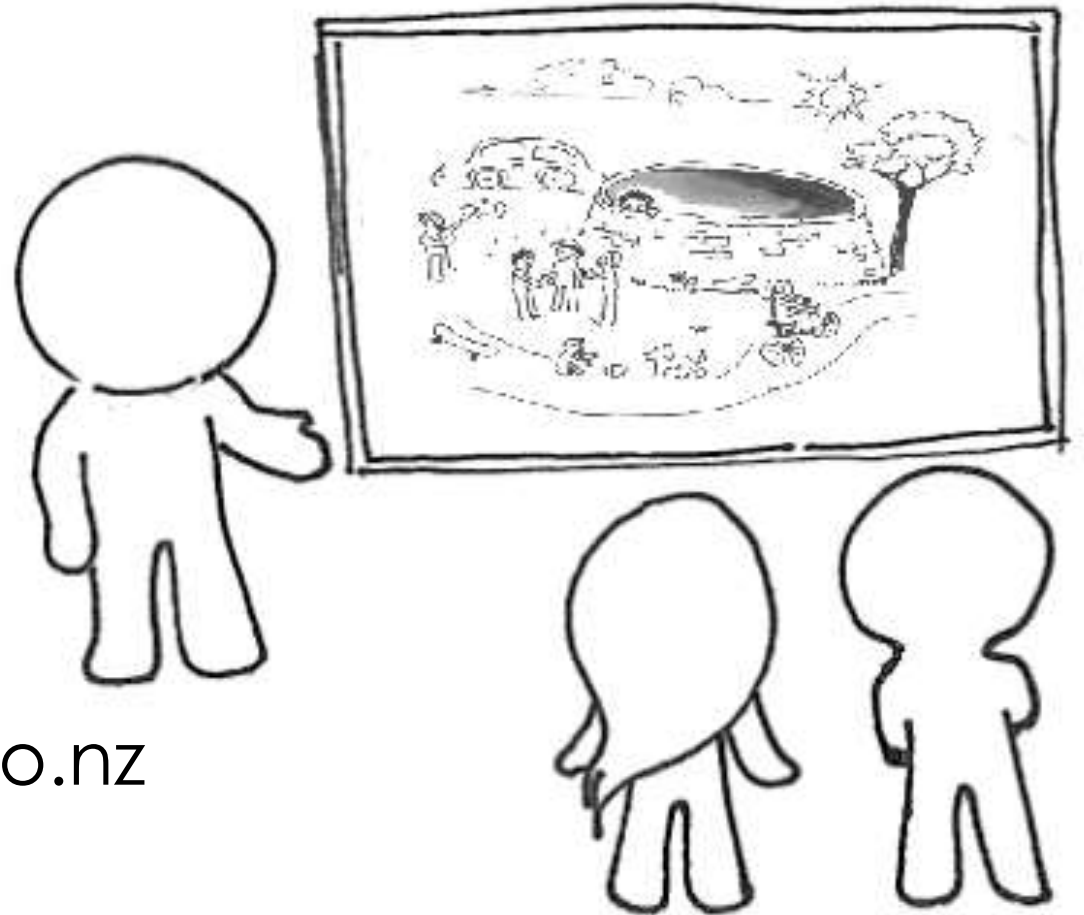
What small thing can you do to start developing your superpower?



Our differences make the difference



Questions and comments?



- @AWGHodder
- Aaron.Hodder@assurity.co.nz