



Embracing neurodiversity

Dispelling myths to foster inclusive and thriving environments

Everyone's brain is different and develops in its own way. Neurotypical individuals' brain functions are considered "usual" or "expected by society." Neurodivergent individuals' brains, however, are unique and their behaviors or responses differ from what is expected socially, physically or verbally. Knowing the myths and facts about neurodiversity helps foster inclusive and thriving environments for neurodivergent individuals.

MYTH	FACT
<i>Neurodiversity is the same as ASD.</i>	Neurodiversity includes ASD, as well as other neurological conditions, such as ADHD, dyslexia, dyspraxia, intellectual disabilities, Tourette's syndrome, obsessive-compulsive disorder (OCD) and other mental health conditions.
<i>All neurodiverse individuals are the same/similar.</i>	All individuals, whether neurotypical or neurodiverse, are unique in their learning and experiences. Recognizing the diversity within neurodiverse individuals is key to developing inclusive environments.
<i>Neurodivergent individuals lack communication skills.</i>	Like neurotypical individuals, neurodivergent individuals have diverse communication styles. Many communicate effectively in their own unique ways. Tailoring communication strategies to diverse styles fosters inclusivity and supports personal growth.
<i>Neurodivergent individuals choose not to engage in forming relationships.</i>	Many neurodivergent individuals genuinely desire connections with others but often feel sadness or a sense of isolation when faced with difficulties in forming those connections. Nonetheless, they can have authentic, enduring relationships, particularly when others are accepting and mindful of their differences.
<i>Neurodivergent individuals have little chance of succeeding in school, at work or in their communities.</i>	With equitable opportunities and tools, neurodivergent individuals can be just as successful as others.

For more information and helpful resources, contact your Employee Assistance Program at 1-800-450-1327 (TTY 711) or go online to Member.MagellanHealthcare.com (enter Principal Core).