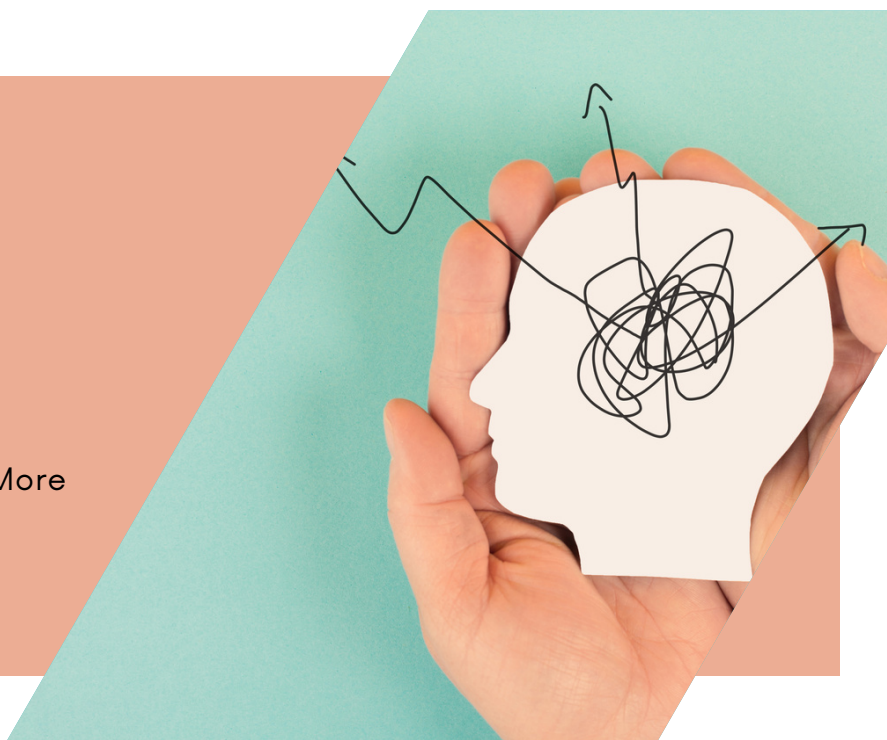


THE B.R.A.I.N. FRAMEWORK

Easy-to-Implement Strategies for a More Inclusive Workplace



- B** Break down barriers to communication
- R** Redesign for Sensory Success
- A** Adapt Tasks to Individual Superpowers
- I** Implement Flexible Work Practices
- N** Nurture a Culture of Acceptance

B.R.A.I.N. Framework *Tools*



Break Down Communication Barriers

- Implement a "Communication Preferences Passport": A simple form where team members can indicate their preferred communication methods (e.g., email, face-to-face, instant messaging)
- Use the "3-Point Check" for important messages: 1) What's the key information? 2) What action is needed? 3) When is it needed by?

Redesign for Sensory Success

- Designate "Quiet Zones" with noise-cancelling headphones and dimmer lighting
- Offer "Fidget Kits" with stress balls, putty, and other tactile tools
- Create a "Sensory Map" of your office, highlighting quiet areas, high-traffic zones, and potential sensory triggers

Adapt Tasks to Individual Superpowers

- Conduct a "Strengths Audit": Have team members list their top 5 work-related strengths and interests
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- Implement "Talent Swaps": Allow team members to trade tasks that play to each other's strengths

Implement Flexible Work Practices

- Create "Focus Blocks": Uninterrupted 90-minute periods for deep work, with no meetings or notifications

Nurture a Culture of Acceptance

- Start a "Neurodiversity Book Club": Read and discuss books about different cognitive styles
- Implement "Assumption Checks": Before reacting to a behavior, ask, "What other explanations could there be?"