

Revolutionizing the Interview Process for Inclusive Hiring

@migrecruit



Martins Investment Group

01. Are we overlooking top talent?

Around 15-20% of the world's population is neurodivergent, meaning we must adapt our interview process.



02. Learn about misconceptions

- Only 52% of Americans know that neurodivergent people don't all have autism.
- 43% incorrectly believe people can outgrow learning and thinking differences.
- Less than half view neurodiversity as normal brain differences.



03. Adapting the Interview for Neurodiverse Talent

Neurodiverse employees bring unique abilities but may not interview like typical candidates. Traditional interviews can cause heightened anxiety and misinterpretations.



04. We must evaluate
them with different
parameters

- Flexible hours
- Remote work
- Modified workspaces
- Noise-cancelling headsets



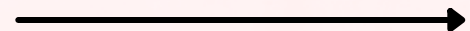
05. Empowering Neurodivergent Employees

Companies like CAI are leading the way with committed neurodiversity team strategies. Supporting neurodivergent employees with accommodations covered by the ADA is paying off.



06. The best solution?

Ask candidates what they need to be most productive and comfortable. Their empowerment benefits everyone!



Do you find this helpful?



Like this post



Leave a comment



Share to a friend



Save for later

@migrecruit

