

Top Tips!
Interviewing
neurodivergent talent



HASSON ASSOCIATES

Education & Awareness

Provide training for your hiring managers on **neurodiversity** and how it may impact the interview process. This helps them understand the **needs** and **strengths** of **neurodiverse candidates**.

Flexible Interview Formats

Offer flexibility in interview formats, such as allowing candidates to choose between **in-person, virtual, or written** interviews.

Clear Communication

Provide **clear instructions** and **expectations** for **each stage** of the interview process. **Avoid using ambiguous language or nonverbal cues** that may be misinterpreted.

Accommodations

Be **proactive** in offering **accommodations** to candidates who request them. This could include providing **extra time for tasks, offering a quiet space** for interviews, or allowing the use of **assistive technologies**.

Structured Interviews

Use **structured interview formats** with **standardised questions** to ensure **consistency and fairness across all candidates**. This can help **reduce bias** and provide a **clear framework for evaluation**.

Focus on Abilities

Evaluate candidates based on their **skills, experiences,** and **potential contributions** to the role, rather than focusing on neurotypical behaviors or social cues.

Provide Feedback

Offer **constructive feedback** to candidates, regardless of whether they are selected for the position. This can help them understand areas for improvement and feel **valued** as candidates.

Support During the Interview

Be patient and supportive during the interview process, especially if the candidate requires additional time or clarification for questions. Create a **supportive environment** where candidates **feel comfortable expressing themselves.**

Remember...

We are here to help!

As recruiters we play a crucial role as intermediaries between candidates and employers. We can help streamline the hiring process, promote positive relationships and contribute to successful outcomes for all parties involved.

