

## Valentine's Health Website Content

### About us section – coverage

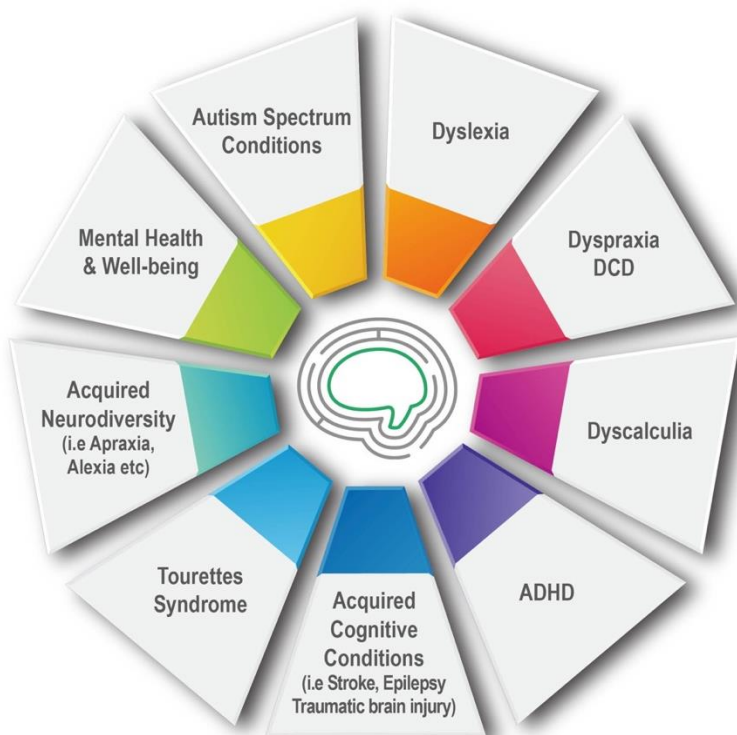
#### Heading: Neurodiversity

Creating Neurodiversity Smart workplace cultures and delivering psychological support services to neurodiverse talent

### Services section

#### Menu Title: Neurodiversity

Neurodiversity simply refers to the different ways a person's brain processes information.



### Types of Neurodiversity

With 1 in 7 people (more than 15% of people in the UK) being **neurodiverse** (ACAS), this is a significant proportion of your current and potential workforce. Therefore, as an organisation it is critical to support and value the talents of neurodiverse minds, empowering individuals to be their best selves at work.

At Valentine Health, we are proud to partner with Lexxic, who are leaders in empowering neurodiversity in the workplace, to support organisations to develop environments where neurodiversity can flourish.

### **How can Lexxic support your organisation to becoming neurodiversity smart?**

We partner with organisations to make a positive difference; creating Neurodiversity Smart workplace cultures and delivering psychological support services to neurodiverse talent. By empowering individuals, teams and the organisation, we create collaborative and high-impact change.

#### ▪ **Empowering individuals**

Our psychological support services include:

- Diagnostics and screening assessments
- Workplace needs assessments
- One-to-one coaching sessions, and co-coaching (with line managers)
- Awareness sessions and eLearning solutions (NeuroTalent Unlocked website link [here](#)) (for both the individual and the line manager)

#### • **Empowering teams**

Our training programmes, specifically designed to meet your needs) enable your organisation to understand and recognise neurodiversities; to challenge the stereotypes and educate on the range of adjustments that are available, while creating a safe space to ask questions. Example courses (covering a wide range of audiences including

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Leaderships teams, Line Managers, HR professionals and the wider organisation) include:

- Understanding neurodifferences at work
- Neurodiversity and the law
- Making your organisation neurodiversity smart
- Talent management and neurodiversity
- Neuroinclusive recruitment, selection and assessment
- Adjustments for neurodifferences at work
- Assistive technology for neurodifferences
- Inclusive communications

- **Empowering Organisations**

Neurodiversity Smart is our neurodiversity maturity model which will take you and your organisation on a journey through strategic change initiatives to embed neurodiversity throughout the employee lifecycle.

Whatever stage of the journey your organisation is at, as your trusted partners, Lexxic will work with you to:

- Identify your needs and where you are now
- Define the roadmap based on where you want to get to
- Establish recommendations for how to get there and work with you each step of the way

For more information on our neurodiversity services and support then please contact us on 0800 020 9913 or email us at [service@valentineoh.co.uk](mailto:service@valentineoh.co.uk)