



Manager mindset guide - inclusive management

Supporting neurodivergent and different working styles



What managers should know

You're not a clinician. Your job is to create conditions where people can do their best work - through clarity, kindness and flexibility.

Support doesn't require disclosure. You can offer helpful working adjustments based on preferences and needs, regardless of diagnosis.

Reasonable adjustments are a legal duty in many cases (when a disability is involved) - but good practice is to make inclusion "business as usual" rather than a special case.

Stress can look different. What seems like a "small change" to one person can feel overwhelming or unpredictable to another.

Manager best practice (simple habits that work)



Clarity beats charisma: clear priorities, clear deadlines, clear expectations.

Follow up key points in writing: short recap > long email.

Focus on outcomes, not "your way": if objectives are met, allow different paths to success.

Make check-ins routine: don't wait for a crisis - build it into 1:1s.



“Say this” starter lines



“Everyone works differently - I want to make sure you’ve got what you need to do your best work.”



“Are there any adjustments or preferences that would make work easier?”



“Would written follow-ups or clearer priorities help?”

Inclusive management isn’t about doing more - it’s about doing a few things differently, consistently.

Next steps

Capture inclusive management habits in Breathe.

Log 1:1s, working preferences and agreed support so you can manage with clarity and consistency - for everyone.



Performance management with Breathe