



# 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

