

Embracing Neurodiversity: RECOGNISING STRENGTHS BEYOND CHALLENGES



Dr. Saurabh Bansal
Senior Consultant, Department of Neurology, Fortis Hospital

Dr. Saurabh Bansal is trained in Neurology at the prestigious institute, PGIMER CHD. He was awarded a scholarship in the field of Clinical Movement Disorders at the University of Western Ontario, Canada and has won various awards in the field of neurology.

Neurodiversity is a term that celebrates the diversity of all individuals, highlighting the unique strengths and talents that people possess, especially those with neurological or developmental conditions. While it encompasses various conditions, it is often associated with Autism Spectrum Disorder (ASD), Attention Deficit Hyperactivity Disorder (ADHD), and other neurodevelopment conditions. In India alone, approximately 2 million people are identified as neuro diverse, according to a report by Deloitte.

The global prevalence of an early-onset of Autism Spectrum Disorder (ASD) is ~1% and is a priority for the global mental health agenda. 78 million people worldwide are affected by autism, and the impact on individuals and families is enormous. INCLEN study suggests that ASD prevalence across five states in the north and west India was as high as one in 125 children between the 2-6 years age group and 1 in 80 among children in 6-9 years age; overall, the prevalence in India is estimated to be 1 in 89.

Neurodiversity differs from mental illness, which involves changes in a person's 'state of mind' from their 'normal self.' The causes of neurodevelopmental conditions are diverse and can include factors such as genetics, trauma at birth, infectious diseases, immune disorders, nutritional factors, and physical trauma.

Contrary to viewing neurodiversity as a disadvantage, contemporary perspectives regard it as a unique blessing. Research suggests that neurodivergent individuals bring distinctive strengths and talents to the table, contributing significant value to organisations. For instance, individuals with autism often demonstrate exceptional attention to detail, remarkable memory, and an ability to focus intensely on tasks for extended periods. Similarly, those with dyslexia may exhibit outstanding problem-solving skills, creative thinking, and meticulous attention to detail.

Recognising and harnessing these strengths, some forward-thinking companies have reformed their Human Resources (HR) processes to actively seek neuro diverse talent. Among these companies are industry leaders such as SAP, Hewlett Packard Enterprise (HPE), Microsoft, Willis Towers Watson, Ford, and EY. These organisations have not only seen reputational enhancements but have also experienced tangible benefits in terms of productivity gains, improved quality, enhanced innovative capabilities, and increased overall employee engagement.

Creating an inclusive work environment that values neurodiversity is not only socially responsible but also makes good business sense. By embracing the unique talents and perspectives of neurodivergent individuals, companies can foster innovation, boost productivity, and create a workplace where every employee feels valued and empowered.

The paradigm shift towards recognising and embracing neurodiversity is a positive step forward. It challenges stereotypes and encourages a more inclusive and supportive society. As awareness grows, more organisations are likely to follow suit, unlocking the full potential of every individual, regardless of their neurodivergent characteristics. Ultimately, embracing neurodiversity is not just a celebration of differences; it is an investment in a richer, more dynamic future for workplaces and communities alike.

**Source: Public Health Dimensions of Autism Spectrum Disorder in India: An Overview - [https://journalofcomprehensivehealth.co.in/index.php/jch/article/view/207#:~:text=The%20global%20prevalence%20of%20an,mental%20health%20agenda%20\(1\).](https://journalofcomprehensivehealth.co.in/index.php/jch/article/view/207#:~:text=The%20global%20prevalence%20of%20an,mental%20health%20agenda%20(1).)



PRUDENT INSURANCE BROKERS PVT. LTD.
Registered Office: 101, Tower B, Peninsula Business Park, G.K Marg, Lower Parel, Mumbai - 400013

CIN No.: U70100MH1982PTC027681 | License No. 291 (Validity: 18th February 2023 to 17th February 2026)

Insurance is a subject matter of solicitation

Disclaimer: Prudent Insurance Brokers Pvt. Ltd. (herein referred as Prudent) is the Composite broker registered with IRDA of India and does not underwrite the risk or act as an insurer. Prudent team offers you a chance to compare the best insurance / reinsurance policies, services offered by the insurance & reinsurance companies and then buy a plan. The content on this page is generic and shared only for informational and explanatory purposes. It is based on industry experience and several secondary sources on the internet; and is subject to changes. This document contains information which is aimed to assist the reader and is generic in nature and is not meant to be in the nature of medical advice. Information furnished by respective authors, others, as well as public information, industry and statistical data, upon which all or portions of this report may be based, are believed to be reliable but have not been verified or endorsed by Prudent. We accept no liability for any loss arising from any action taken or refrained from, or any decision made, as a result of or reliance upon anything contained in this report or any reports or sources of information referred to herein, or for actual results or future events or any damages of any kind, including without limitation direct, indirect, consequential, exemplary, special, or other damages, even if advised of the possibility of such damages.