



WORK SUPPORT

Guided support for Neurodivergent individuals

Occupational Therapy and Coaching
for Neurodiversity and Mental Health

Online therapeutic support tailored to your needs

Summary

This report outlines a personalised support plan to help you thrive in the workplace as a neurodivergent individual. Drawing on specialist occupational therapy approaches, the focus is to empower you with tools, strategies, and adjustments that reflect how your brain works, not how others expect it to work.

Your support will cover key areas including:

- **Managing anxiety and preventing burnout**, using practical frameworks such as energy accounting and Spoon Theory
- **Understanding and supporting executive function** (planning, prioritising, memory, attention)
- **Creating a tailored Neurodiversity Profile** and an **Empowerment Passport** to communicate your needs, preferences, and strengths
- **Identifying and implementing reasonable adjustments** at work that are sustainable and effective
- **Sensory regulation planning** to manage overwhelm and increase comfort
- **Career confidence and role support**, including transitions, advocacy, and Access to Work guidance

All recommendations are neuro-affirming, strengths-based, and designed in collaboration with you. The goal is to reduce day-to-day barriers, improve well-being and performance, and help you build a working life that is not only sustainable, but one where you can truly succeed.

Empower Neurodiversity

Occupational Therapy for inclusive workplaces

Helping you thrive at work, by working with how your brain works

WHO WE ARE

Empower Neurodiversity is an occupational therapy service created for neurodivergent adults, including those who identify with or have a diagnosis of autism, ADHD, dyslexia, dyspraxia, and more.

Led by specialist Occupational Therapist, Catherine Hurley, our focus is on workplace support that is **practical, neuro-affirming, and empowering**.

We are here to help you find ways of working that feel manageable, meaningful, and sustainable, using strategies built around *you*, not ones that ask you to "fit in" at the expense of your well-being.

WHY IT MATTERS FOR YOU

Many neurodivergent people face hidden challenges at work, things like:

- Exhaustion after meetings or noisy environments
- Anxiety about communication or expectations
- Difficulty focusing, prioritising, or starting tasks
- Masking, which can lead to burnout
- Feeling overwhelmed or misjudged

These challenges are legitimate and reflect unmet support needs rather than personal shortcomings. Individuals are not failing, rather the existing systems may not yet be adequately accommodating your requirements.

Our role is to help you identify your unique strengths and support needs, and to work *with you* to create a personalised plan that makes work feel more doable, and more like *you*.

SERVICES TAILORED TO YOU

1. Individual Occupational Therapy Support for Work

We offer 1:1 coaching and therapy sessions to help you explore and manage work-related challenges, using strategies that are neuro-affirming, realistic, and compassionate.

Support may include:

- **Managing Anxiety and Burnout**
Learn how to recognise early signs of overwhelm, reduce masking, and build routines that protect your mental health.
- **Energy Accounting & Spoon Theory**
Understand how your energy works and learn how to “budget” your effort to avoid burnout. We help you make space for rest and recovery without guilt.
- **Executive Function Strategies**
Tools for time-blindness, focus, planning, and memory - including digital aids and sensory-friendly routines.
- **Sensory Regulation Planning**
We'll help you map your sensory profile and create practical strategies to reduce overload, shutdowns, and meltdowns.
- **Reasonable Adjustments & Self-Advocacy**
We support you in identifying and requesting workplace accommodations that suit *your* working style. These might include flexible hours, quieter spaces, communication preferences, or role modifications.
- **Creating Your Neurodiversity Profile & Empowerment Passport**
Together, we'll build a personalised profile that captures your strengths, challenges, communication style, and what helps you thrive at work. The Empowerment Passport can be shared with employers, so you don't have to explain yourself over and over again.

- **Career Support & Work Transitions**

Help with job-seeking, CVs, interviews, onboarding, role changes, or returning to work after time off.

- **Exploring Diagnosis or Post-Diagnostic Support**

Catherine is a trained autism diagnostician (ADIR & ADOS) and offers pre - and post-diagnostic support for late-diagnosed adults. Whether you're exploring your identity or need help understanding a recent diagnosis, we're here.

- **Guidance with Access to Work**

From application to implementation, we'll support you through the process of applying for workplace support funding.

2. Workplace Support

If your job isn't working for you, we can help you explore this more fully. We'll support you to review your work **tasks**, and **interactions** with a focus on how they match (or clash) with your neurodivergent needs.

- We help create **reasonable adjustments** that are tailored to you, not generic.
- This might include:
 - Redesigning your workspace for sensory comfort
 - Adjusting your working hours or breaks
 - Changing how tasks are structured or communicated
 - Suggesting supportive technology or equipment
- We build in your **Neurodiversity Profile** and **Empowerment Passport** to make communication with HR or managers easier.
- **Help you to prepare for or navigate the Access to Work process**, including understanding your needs and requesting the right kind of support
- You'll have documentation that supports Access to Work or internal HR planning, written from a strengths-based, affirming perspective.

3. Formal Documentation to Support You at Work

We can provide professional documentation that helps advocate for your needs:

- **AHP Health & Work Reports** explaining how your neurodivergence affects work and what can help to support your Fit Note if you're off work, these can inform conversations with GPs and employers about return-to-work planning
- **Support Planning Reports** to inform HR and Access to Work
- **Sensory Regulation Plans** customised for your job

We speak the language of HR, but we always centre *your* experience and voice.

4. Optional Support for Your Workplace

If you choose, we can also work with your employer to:

- Help them understand what support you need, without putting you on the spot
- Guide your manager on inclusive communication and feedback
- Guide your team toward more respectful and flexible ways of working
- Make sure adjustments aren't just "tick-box" exercises

What We Do *Not* Offer

- **We do not carry out formal workplace assessments** (e.g. Access to Work functional capacity or ergonomic assessments)
- **We do not write formal reports for occupational health or employment tribunals**
- **We do not assess your capacity to work** in a legal or employment sense

If a formal workplace assessment is needed (e.g. for Access to Work), we can **signpost you to the right service**, and once it's complete, you can request Empower Neurodiversity to deliver your ongoing support.

WHY WORK WITH EMPOWER NEURODIVERSITY?

- **You don't need a formal diagnosis** to access our support.
Your experience is valid.
- We understand the **real-life challenges** of neurodivergent adults in the workplace - including masking, burnout, and miscommunication.
- Our support is **individualised, strengths-based, and non-judgmental**
- We bridge the gap between **clinical knowledge** and **workplace realities**
- We'll support you with **Access to Work**, HR, or EDI processes - without the overwhelm
- We believe in building work lives that are **sustainable, authentic,** and **empowering**

READY TO GET STARTED

We offer:

- One to one OT sessions tailored to your needs
- Online support/face to face in Newcastle region
- Written reports for Access to Work, HR, or your own planning
- A compassionate, collaborative space where your needs are understood

BENEFITS OF OUR SUPPORT FOR YOU

- Reduce anxiety and avoid burnout
- Gain clarity on your needs and how to meet them
- Build sustainable routines and boundaries
- Improve your focus and productivity
- Advocate for yourself with less stress
- Feel more understood, supported, and empowered at work

Let's build a working life that *works for you*

Catherine Hurley (Occupational Therapist)

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