

Workplace Needs Assessments

IDENTIFYING POTENTIAL REASONABLE ADJUSTMENTS



What is a Workplace Needs Assessment?

A Workplace Needs Assessment is a tailored, one-to-one session and report designed to explore the impact of an employee's neurodivergence, mental health condition, or disability in their role.

The assessment is followed up with a personalised report that includes strategies and solutions for areas identified, along with suggestions for potential reasonable adjustments in the the workplace.

Why Consider a Workplace Needs Assessment?



Actionable Insights & Solutions

The assessment is tailored to the individual, focusing on practical strategies and tools to overcome the barriers identified.



Productivity Gains

Implementing recommendations boosts job satisfaction, performance, and efficiency across the team.



Reasonable adjustment recommendations:

The report includes straightforward suggestions for potential reasonable adjustments that are cost-effective and easy to implement



Improved Team Dynamics:

Enhanced communication and understanding promote a more inclusive workplace culture.



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What is included in the process?

The One-to-One Session

- A conversation with an experienced practitioner to explore specific needs, practical strategies, and relevant assistive technologies.
- Our process identifies their strengths, strategies, and potential practical adjustments to help individuals thrive at work and overcome any barriers. We will explore productivity gains, the removal of barriers in the workplace and their wellbeing.
- Demonstrate AI and Assistive Technology Software

The Comprehensive Report

- Documented strengths and areas of difficulty.
- This includes exploring productivity gains, the removal of barriers in the workplace and employee wellbeing.
- Focus on specific areas of the employee's role, what areas they are struggling with, impact on a wider team, and what strategies they can implement to help them.
- Clear recommendations for adjustments, support strategies, and cost-effective solutions.



What this means for you as a line manager



Flexibility, Not Obligation

Our recommendations are designed to offer options, not mandates, so you can implement what works best for your team and budget.



Affordable Adjustments

The assessment & report costs £500+VAT, and many adjustments are free or low-cost, such as scheduling flexibility, communication strategies, or software tools.



Proactive Problem-Solving

Addressing challenges early helps avoid more significant issues later, saving time and resources



Quick turnaround

We have appointments available within 10 working days so you can get workable solutions in place quickly.

— “

I was always worried about where to start with reasonable adjustments.

Having outside expertise took the pressure off and the report allowed us to come together to discuss what would work.

We both now discuss issues and areas of concern freely, and I wish we'd done it sooner.

”

95%

of employees said the needs assessment positively impacted their **wellbeing**

— “

The needs assessment process has helped me understand neurodivergence so much.

It simplifies a very complex area, and allows me to do my job, knowing my team is supported.

”

98%

of employees said the needs assessment positively impacted their **productivity**

— “

I was blown away by the support and service with the needs assessment.

A refreshing approach which has a genuine impact on me as a neurodiverse person but also helpful for our clients too.

As an employment lawyer I can see how this can really help manage effective reasonable adjustments without over medicalising the situation.

”



**CONTACT US TO BOOK YOUR
WORKPLACE NEEDS
ASSESSMENT**



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