



Brain Club® Digital Resource Library

PLAIN TEXT SUMMARY

“Neurodivergent Employment & Health”

Some jobs are not good for the brains and bodies of neurodivergent people. Loud sounds, long hours, and confusing rules can feel overwhelming. People might think it's their fault or try to act like someone they're not. This can make them really tired or sick. It can lead to something called Autistic burnout.

Workplaces can be better when people are allowed to work in ways that fit how their brain works. There doesn't have to be just one “right” way to do things. When people have choices, they can do what helps them feel and work their best. This helps people with all kinds of brains succeed at work.

Key Terms

Autistic burnout	<p>This happens when Autistic people don't get what they need for a long time. They might feel pressure to hide who they are or to act “normal.” That can lead to burnout. During burnout, someone might:</p> <ul style="list-style-type: none">• Feel very tired all the time• Be more bothered by lights, sounds, or other things• Have a hard time doing things they used to do <p>For more information, see this article by Raymaker et al.</p>
Universal design	<p>This means giving people lots of choices for how to do things. That way, each person can pick what works best for them. When there is only one way to do something, some people get left out.</p>