



# LEXXIC E-LEARNING



Online learning solutions for all minds

A dynamic and innovative approach to learning, our neurodiversity e-Learning modules harness the power of digital technology to deliver educational content and training experiences from wherever you are.

## Learn about neurodiversity from the experts!

Our e-Learning modules have been designed and created by psychologists and neurodivergent individuals with over 15 years of experience in the field of neurodiversity, creating CDP-certified neuro-inclusive training of the highest quality.

“ I found the content really easy to follow, and the multi-media content allowed me to interact and learn in a fun engaging way. You can tell it’s been built by psychologists who have lots of experience in the field! ”

**Dyslexic individual**



# Online learning solutions for all minds

With worldwide accessibility, our modules provide a wealth of benefits to empower you and your colleagues in embracing neurodiversity, whilst equipping neurodivergent individuals with the skills they need to thrive in the workplace.



## Neurodiverse-Friendly

A variety of mixed media to support all learning styles



## Interactive Content

Frequent interactive activities to engage the user throughout the module



## Lived Experience

Real-life experiences from neurodivergent individuals



## SCORM Compliant

Easily embed within your existing development programmes



## Accessible Anywhere

Access the training on the go, anywhere, and on a variety of devices



## Easily Scalable

From individuals to large organisations with minimal administration



## CPD

Certified training



## Cost-effective and time-saving

A quick way to train staff and more cost-effective than other training methods



## Why invest in neuro-inclusion?

There is a strong moral and legal case for neuro-inclusion, but there is also a strong business case. 1 in 7 people are estimated to be neurodivergent (ACAS, 2016). This represents a significant proportion of your current and future workforce, as well as your customers. In a world where the competition for talent is fierce, creating a culture where all employees are understood, valued for their talents and treated equitably can increase talent acquisition, engagement, retention, and loyalty.

According to the Harvard Business Review, companies that embrace neurodiversity can also gain a competitive advantage. This is because neurodivergent individuals often possess strengths which are critical to our future economy. These can include, but are not limited to:



Creativity, innovation and big-picture thinking



Entrepreneurialism and leadership skills



Energy and hyperfocus



Attention to detail, logic, problem-solving



New perspectives, honesty and integrity

Neuro-inclusive organisations which empower individuals to maximise these strengths and remove barriers to their success, can lead to:

Attracting more diversity and neurodivergent talent to the organisation

- Improving your organisations reputation
- Improving staff retention rates
- Improved uptake of new neurodiversity policies & practices
- Improving support and understanding for neurodivergent colleagues
- Creating a psychologically safe environment for all minds

**95%** of users would recommend our online training to colleagues and friends





# Let's take a look at our e-Learning modules!

## Neurodiversity Awareness Modules

### 1 Introduction to Neurodiversity in the Workplace

Broaden your organisation's awareness of neurodiversity in the workplace and start your journey in creating a working environment where all minds belong.

#### What does this module cover?

- An overview of neurodiversity
- Real life, lived experiences of neurodivergent individuals in the workplace
- The value of neurodiversity in the workplace
- How to empower neurodiversity in your workplace
- ...and more!

“ Excellent blend of information, and real life examples, and helpful strategies ”

“ The read-aloud function really helped me as I process written information very slowly ”

“ This is a great module and great for people to understand others who do suffer from autism and ADHD ”

This module has been rated 5 stars by current users!

**100%**

of users found the course material clear and easy to understand

**94%**

would recommend this module to family and friends

**89%**

agreed this module improved their understanding of what neurodiversity is

**95%**

found the training interactive and engaging

“ The personal stories and videos were great. Also the interactive navigation was engaging. The design of everything was nice to look at ”

“ Good definitions on specific conditions and many examples on adjustments. Great visual slides, good interactivity, and very pleasant voice-over ”

## 2 Neurodiversity Awareness for Line Managers

An ILM study suggested that up to 50% of managers would feel uncomfortable managing someone who was neurodivergent. So, we've created our 'Neurodiversity Awareness for Line Managers' e-Learning module; to enable line managers who are managing or engaging with neurodivergent employees to better understand neurodiversity, and to give them the confidence and knowledge to support their neurodivergent colleagues to thrive in the workplace.

“ All managers should complete this course regardless if they have colleagues with ADHD, ASC, Dyslexia, etc as it would allow an overall awareness. ”

**Line Manager**



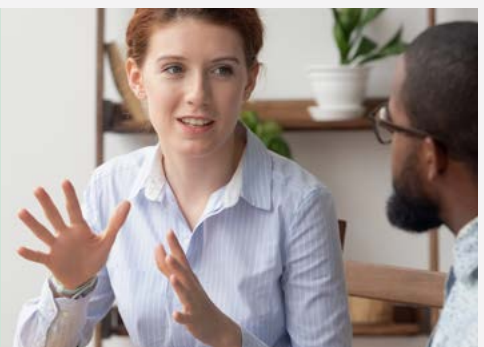
Designed to raise awareness of Autism Spectrum Conditions, ADHD, Dyslexia, Dyscalculia and DCD (Dyspraxia) for people in a management position. This module is for people with little or no knowledge of neurodiversity, to enable them to better support neurodivergent team members.

### What does this module cover?

- The value that neurodivergent individuals bring to the workplace
- How neurodifferences can impact individuals in the workplace
- How neurodifferences can manifest in individuals in the workplace, including possible gender differences
- Good practices around supporting neurodivergent individuals in the workplace
- Examples of workplace adjustments to support and empower neurodivergent team members
- ...and more!

“ The e-learning is well planned out. It was good that there were real-life situations within this as well so you could relate to it ”

**Debbie Lee, Team Leader,  
Government Organisation**





“ Quite simple and straightforward, and enabled learning about other areas of neurodiversity, as well as the one I needed to focus on. ”

**100%**

agreed this module helped improve my understanding of what neurodiversity is and how it can affect neurodivergent team members in the workplace

**100%**

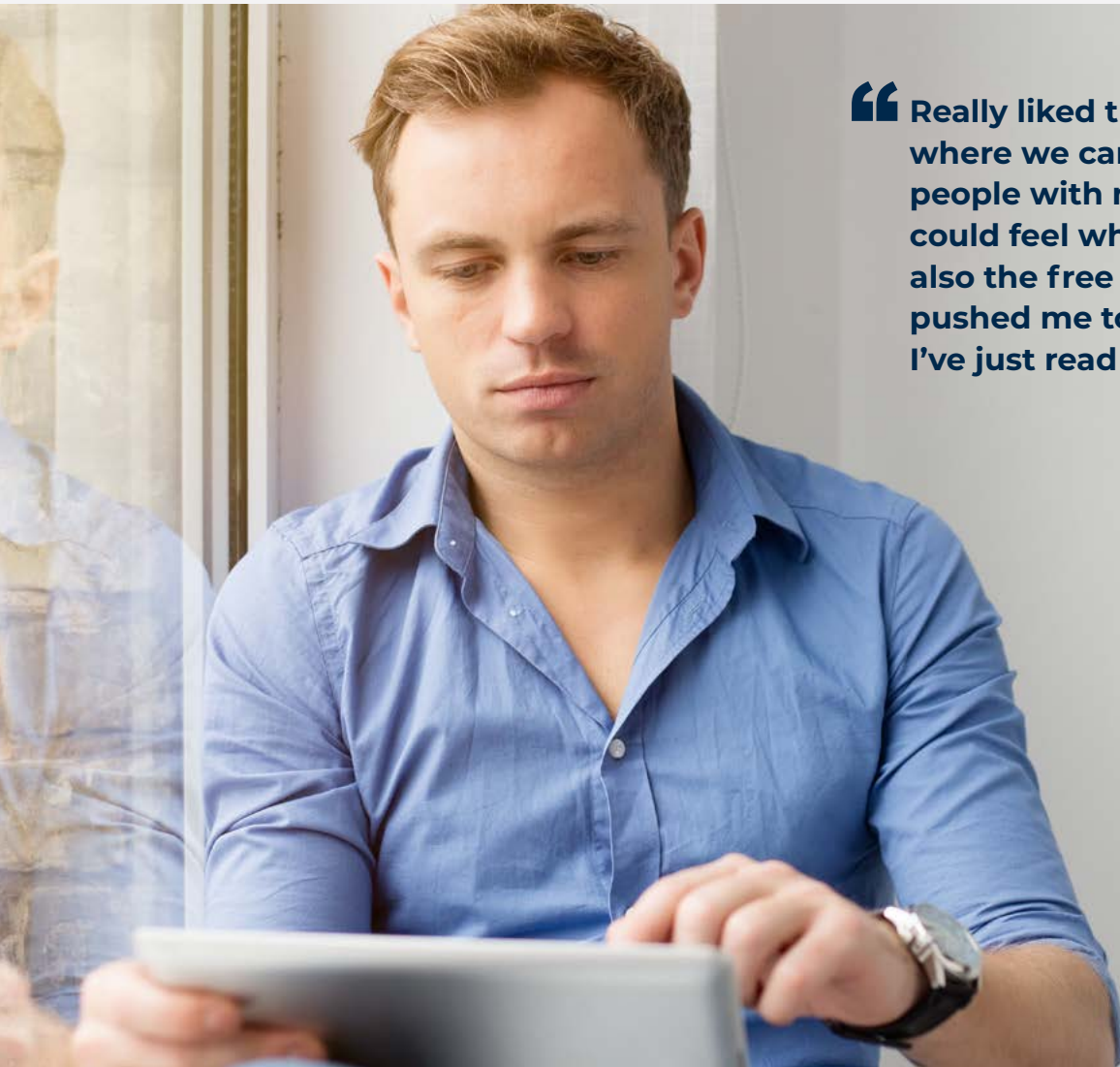
found the course material clear and easy to understand

**97%**

would recommend this module to family and friends

**93%**

found the training interactive and engaging



“ Really liked the simulation, where we can experience what people with neurodiversity could feel when working and also the free text box activities, pushed me to think about what I’ve just read and heard. ”

## Introducing our six brand new individual skills modules!

The new CPD accredited individual skills modules are designed to work with the learner to explore their workplace preferences and what strategies work best for them, empowering them to thrive in the work they do.

These new modules have been carefully crafted and reviewed over the course of 2023 by our team of Consulting Business Psychologists, as well as neurodivergent individuals, pooling their knowledge of neurodiversity and different ways of working.



Reading



Listening, Note Taking,  
and Processing



Attention, Memory,  
and Sensory Sensitivities



Written and Verbal  
Communication



Organisation



Wellbeing

**These modules are ideal for anyone who is looking to better understand their workplace preferences and how to make the most of their learning and processing styles by developing tailored strategies.**

**Each module focuses on a key area in which an individual may wish to develop their existing skills, containing practical solutions to support them with their day-to-day work.**

“ 11 neurodivergent colleagues concluded there was a marked improvement in their self-confidence after using the platform for 2 months. ”

**Stephen Deal, Developer, FTSE 100 –  
Financial Services Company**



## 1 Reading:

Our reading module equips learners with a dynamic array of skills and strategies, empowering them to conquer reading tasks with unparalleled confidence and success, including:

- Preparing to read, looking at how to set up your space to maximise focus, and how technology and formatting can make reading easier.
- Managing reading for long periods, including understanding your optimum reading time and how to make the most of it.
- Strategies to help with reading with speed and accuracy.
- Aiding with retaining written information, including making a reading plan and other top tips.

## 2 Listening, Note Taking, and Processing:

This module explores powerful strategies to help individuals level-up on listening and note-taking skills, whilst overcoming barriers and learning how to process new information, including:

- Skills to help you with listening to verbal content in meetings and conversations, and ensuring that other people communicate with you in the most effective way.
- Strategies to improve the efficiency and accuracy of your note taking, including preparation, organisation of notes, and note taking tools.
- How to organising your notes, including common techniques such as summarising, STAR, mind maps and flow charts, and GAP techniques.
- Learning and processing new information using different learning styles.

## 3 Attention, Memory, and Sensory Sensitivities:

This module focuses on providing learners with key skills and strategies for improving attention, memory and helping with sensory sensitivities, including:

- Managing concentrating for long periods, including creating routines, scheduling breaks, prioritising tasks, and mindfulness.
- Dealing with distractions by growing self-awareness around sources of distractions and possible solutions.
- Understanding reasons for forgetting information, and different memory techniques so that you can discover what works best for you.
- Ways to manage sensory sensitivities and inputs in your environment in way that works for you.

## 4 Written and Verbal Communication:

This module has been designed to equip learners with essential knowledge and strategies that will level-up their written and verbal communication skills, including:

- Preparing to write for all document types, from emails to more complex documentation, including setting up your environment and understanding what tools could work for you.
- Structuring written content so that you can identify key points and put them in the right order for your reader.
- Techniques for verbal communication to help you to get your point across clearly and in a controlled manner.

## 5 Organisation:

Streamline efficiency and learn how to master organisation like a pro! This module provides learners with skills and strategies that help with all things organisation' including:

- Getting started, preparing your work-station and workload so that you can understand where to begin.
- Planning and managing your time effectively, including unpredictable tasks.
- Prioritising and scheduling your workload.
- Developing good habits to enable you to maintain a positive routine and stay organised.

## 6 Wellbeing:

Our wellbeing module delves into different skills and strategies that will help learners lead a more balanced and fulfilled life whilst at work, and at home, including:

- Understanding the co-occurrences between neurodiversity and wellbeing, and potential contributing factors.
- Understanding proactive changes that you can make, including gaining self-awareness, understanding self-care, and cultivating supportive relationships.
- Techniques for how to act in the moment when things don't go to plan.

## Next steps

Take your next steps in empowering your neurodivergent employees to be able to work at their best.



Visit [www.lexxic.com/elearning](http://www.lexxic.com/elearning) to take a look at our demos and book in a call with us to find out more.



## Contact us

### Address

Lexxic Ltd  
Unit CH3.20  
Kennington Park  
1-3 Brixton Road  
London  
SW9 6DE

 +44(0) 330 311 2720

 [communications@lexxic.com](mailto:communications@lexxic.com)

 [www.lexxic.com](http://www.lexxic.com)

