

THE GUY OSMOND PODCAST

AS YET UNTITLED
WITH SPECIAL GUESTS

DESIGNING FOR EVERYONE:

IT'S GOOD SENSE TO THINK ABOUT THE SENSES

DEBBIE WATTS
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BEING A SENSORY CANARY AND ADVOCATING FOR NEURODIVERSITY

TAKING INTO ACCOUNT HOW DIFFERENT PEOPLE RESPOND DIFFERENTLY

CREATING A MORE INCLUSIVE WORLD

COVID TURNED THE WORLD DOWN

IT'S EASIER TO COPE IN A QUIETER CALMER ENVIRONMENT

THERE'S LESS SENSORY OVERWHELM

BUT IT IS SUPER OVERWHELMING GOING BACK

IN A DOMESTIC SETTING, PEOPLE CAN SET LEVELS WHERE THEY WANT OR NEED

PEOPLE ARE MUCH MORE AWARE OF NOISE

AND EMPLOYERS ARE STARTING TO TAKE NOTICE

THE NEURODIVERSITY MOVEMENT HAS BEEN AROUND FOR A LONG TIME BUT NOW OUR VOICES ARE STARTING TO BE HEARD

THE PANDEMIC WAS A CHANCE TO JUST BE

PEOPLE SUPPRESS THEIR BASIC NEEDS

NOT ASKING WHY IS THIS SO DIFFICULT?

PEOPLE RECOGNISING THEIR OWN NEURODIVERSITY

NOT HAVING TO RE-INTEGRATE INTO THE RAT RACE

UNDERSTANDING LIVED EXPERIENCE

BEING AT HOME MEANS BEING ABLE TO BE UNMASKED

THE SITUATION BECAME POLARIZED

AND HEIGHTENED AWARENESS

BUT, HOW MUCH DO EMPLOYERS REALLY GET IT?

IT MIGHT BE ON THE INTRANET BUT HOW DO THEY FIND IT?

KNOWING WHERE TO START IS DIFFICULT

WHAT DO MANAGERS NEED TO KNOW TO PROVIDE PROPER SUPPORT?

WHEN PEOPLE GET IT THEY ARE MORE OPEN TO IMPROVE CHANGE AND EVOLVE

ALL TOO OFTEN YOU HIT A ROADBLOCK

THERE IS NO ONE SIZE FITS ALL SOLUTION

YOUNG, CREATIVE COMPANIES RECOGNIZE THAT THE YOUNGER WORK FORCE HAVE DIFFERENT REQUIREMENTS

LARGER ORGANISATIONS MAY HAVE SOMEONE IN CHARGE OF DEI BUT YOU NEED A

COHESIVE JOINED UP

HOUSTIC SOLUTION

THE CORRECT INCLUSIVE ROUTE

NOT JUST TICKING BOXES

AND HIGHER ATTRITION

THEY HAVE GREATER NUMBERS OF NEURODIVERSE INDIVIDUALS WHO MAY BE STRUGGLING

BIG PLAYERS WANT TO UNDERSTAND HOW TO BE MORE INCLUSIVE

SHARED LIVED EXPERIENCE HELPS

1 IN 5 PEOPLE ARE NEURODIVERSE

ATTRACTING AND RETAINING GOOD PEOPLE REQUIRES ACCOMMODATION

BIGGER ORGANISATIONS ARE MORE SILOED AND TERRITORIAL PREVENTING PROGRESS

MORE DRIVEN BUSINESSES RECOGNISE PATTERN SPOTTING SKILLS

MORE NEURODIVERSE STAFF IN AN EDUCATION SETTING

THE RESEARCH IS 20-30 YEARS OLD! BUT WE'RE ONLY JUST STARTING TO PAY ATTENTION

OUR TOLERANCE FOR NOISE IS NOT WHAT IT WAS

INTENTIONS DON'T PROVIDE SOLUTIONS

THAT THERE ARE SO MANY ACOUSTIC PRODUCTS SPEAKS VOLUMES

HIGHER % IN TECH

HELP!

ALL WELCOME

DESIGNING FOR THE SENSES

IS THE MOST INCLUSIVE WAY (WE ALL HAVE THEM)

IT'S ABOUT WHAT WE CAN WITHSTAND IN OUR NERVOUS SYSTEM

BEING STUCK IN AN ENVIRONMENT WITH UV LIGHT AND UNNATURAL SOUNDS IS CALMING NOT GOOD FOR OUR NERVOUS SYSTEM

YOU NEED A LEADER WHO GETS IT AND WILL GIVE IT THEIR TIME

IF YOU DESIGN FOR EITHER END OF THE BELL CURVE YOU'LL BE INCLUSIVE

THE AVERAGE PERSON DOESN'T EXIST

SOME CONSIDERATIONS: LIGHTING?

HOW IS SEATING ARRANGED?

WHAT COLOURS ARE YOU USING?

ALL LIGHTS ON? BRIGHT RED: NOT GOOD

NEURODIVERGENT INDIVIDUALS HAVE MANY DIFFERENT QUALITIES

PEER PRESSURE IS A FACTOR

MULTIPLE NEEDS REQUIRE MULTIPLE APPROACHES

IF YOU HAVE TO BE IN THE OFFICE, THESE SORT OF AMENDMENTS MAKE A HUGE DIFFERENCE TO YOUR WELLBEING AND PRODUCTIVITY

STAY IN THE FLOW OF YOUR CIRCADIAN RHYTHM

AVOID ANYTHING OVER STIMULATING MAKE TIME TO DECOMPRESS

YOU NEED SOMEWHERE SAFE AND COMFORTABLE TO RESET

COMMUTING CAN BE STRESSFUL AND OVERWHELMING

ZONES OF SPACES THAT OFFER DIFFERENT SOLUTIONS

WE WANT SIMPLE ETIQUETTE

10 MINUTES OUTSIDE TO REBOOT

OFFER CHOICE

HOW DOES SOUND TRAVEL?

HOW MANY MEETINGS?

ON BEHAVIOURS:

URGE PEOPLE TO GET UP AND MOVE!

GO OUT INTO NATURE

AND IT'S ABOUT LEADERSHIP

YOU CAN CREATE A GREAT SPACE BUT IT WON'T WORK WITHOUT THE RIGHT CULTURE

IF LEADERS AREN'T BOUGHT IN PEOPLE WILL REVERT...

...TO BAD HABITS LIKE EATING CRISPS AND SHOUTING

PEOPLE SITTING IN A ROW, ALL ON ZOOM

MANAGERS NEED TRAINING IN HOW TO HOLD EFFECTIVE HYBRID MEETINGS

TRY CIRCADIAN LIGHTING

SO THE TEMPERATURE CHANGES THROUGH THE DAY

COST IMPLICATIONS SET OFF ALARM BELLS

SOME ORGANISATIONS ARE PLAYING AROUND WITH IT BUT IT NEEDS FUTURE PROOFING

YOU CAN'T JUST GIVE PEOPLE AN ON/OFF SWITCH

YOU NEED ALL FUNCTIONS TO BE ON BOARD

THERE ARE HOOPS TO JUMP THROUGH TO ACCESS FUNDING

BUT IT'S TOO OFTEN JUST SEEN AS TICKING A BOX

IF YOU INVEST £1 IN MENTAL HEALTH YOU GET £5 BACK

WE ARE IN A MENTAL HEALTH CRISIS

DEI IS TOO OFTEN THE LAST THOUGHT

IT STARTS WITH GOOD INTENT BUT GETS BOGGED DOWN

SPECIALISTS NEED TO UNDERSTAND THE CORPORATE WORLD

JUST DIMMING CAN CREATE A SENSE OF CALM

LACK OF CONTROL HAS A PSYCHOLOGICAL IMPACT

IT'S ADDING LAYERS OF COMPLEXITY

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SOME ORGANISATIONS ARE PLAYING AROUND WITH IT BUT IT NEEDS FUTURE PROOFING

YOU CAN'T JUST GIVE PEOPLE AN ON/OFF SWITCH

IT'S HAS TO LAST THE ENTIRE EMPLOYEE EXPERIENCE

IN OUT

IT IS A HUGE CHALLENGING ROLE... DEALING WITH DISILLUSIONMENT AND QUIET QUITTING

BUILD STEPS INTO YOUR PROCESSES AND CREATE JOINED UP SOLUTIONS

BEWARE THE IMPACT OF UNMODERATED SOCIAL MEDIA

THESE DAYS IT'S ALL ABOUT SPEED

TAKE A BREATH

A CHANCE FOR A TIME OUT

QUETEN YOUR MIND AND GO ON TO BE HYPER PRODUCTIVE

BEING STUCK AT YOUR DESK DOESN'T WORK

CLOCKING IN AND CLOCKING OUT IS GONE

A MORE FLUID WORKING DAY

REMEMBER: WE ARE HUMAN BEINGS

THE INDUSTRIAL AGE IS DEFUSING

THERE IS GENUINE GOOD INTENTION

NEURODIVERGENT PEOPLE NEED FLEXIBILITY

MOVE AWAY FROM THE 9-5 AND LEARN TO WORK SMARTER NOT HARDER

YOUNGER PEOPLE WANT WORK LIFE BALANCE

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