

Neurodiversity Quiz - Answers

1 What percentage of people say they hide their dyslexia from their employer?

c) 73%

According to a survey by Made by Dyslexia, 73% of the respondents said they hide their dyslexia from their employer.

2 True or False: All neurodivergent individuals have the same needs and challenges.

b) False

Neurodivergent individuals have their own unique needs and challenges related to their neurodifference.

3 What percentage of children with ADHD are likely to continue experiencing ADHD traits into adulthood?

c) Up to 75%

Research (e.g. American Psychiatric Association's DSM-5) suggests that up to 75% of children with ADHD experience symptoms into adulthood.

4 Which famous scientist is thought to have been dyslexic?

a) Albert Einstein

Historians speculate Einstein may have had dyslexia due to his challenges with language during childhood.

5 What is the name of the neurodivergent superhero from the Marvel Universe?

c) Professor X

Professor X is portrayed with a disability but is also discussed in neurodiversity contexts for his unique cognitive abilities.

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6 What percentage of the global population is estimated to be dyslexic?

b) 10%

According to Dyslexia International, dyslexia affects approximately 10% of the global population.

7 True or False: Neurodivergent individuals are less likely to succeed in creative industries.

b) False

Many neurodivergent individuals thrive in creative fields due to their unique perspectives and problem-solving abilities (e.g. Richard Branson, Will.i.am.).

8 What is the purpose of a sensory room in workplaces or schools?

a) Relaxation and focus

Sensory rooms are designed to help individuals with sensory processing needs regulate and focus.

9 Under which UK legislation are neurodivergent individuals protected against workplace discrimination?

b) Equality Act 2010

The Equality Act 2010 legally recognises neurodivergence as a potential disability and requires employers to make reasonable adjustments to ensure equal treatment and inclusion.

10 How many different types of ADHD are there based on the predominant traits observed?

c) 3

The DSM-5 defines the three types of ADHD: inattentive, hyperactive-impulsive, and combined (combination of the two).

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- 11 Stimming involves repetitive behaviours or movements that individuals engage in to regulate sensory input, manage emotions, or express excitement. Which neurodifference is "stimming" commonly associated with?**

b) Autism

Stimming, or self-stimulatory behaviour, is most commonly associated with autism.

- 12 Which country officially recognised dyslexia as a neurodifference first?**

a) United States of America

The U.S.A first recognised dyslexia in the 1970s under IDEA (Individuals with Disabilities Education Act).

- 13 Which neurodifference is commonly known for individuals experiencing challenges with mathematics?**

a) Dyscalculia

Dyscalculia refers to specific challenges with numbers and mathematics.

- 14 Neurodivergent individuals often possess a range of unique strengths and challenges, what are one of the most common strengths they bring to the workplace?**

a) Strong problem-solving skills

Organisations acting in a more neuro-inclusive way increases employee morale and potentially increases productivity, but it is not a strength of neurodivergent individuals specifically

- 15 True or False: Tourette Syndrome only involves vocal tics.**

b) False

Tourette Syndrome involves both motor and vocal tics, per the Tourette Association of America.

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- 16 Which common neurodivergent skill has recently been added to LinkedIn's skills options?**

b) Dyslexic thinking

LinkedIn now cites "Dyslexic Thinking" among the talents its users can claim to help destigmatise dyslexia among employers as part of a campaign by Made by Dyslexia.

- 17 What is the estimated percentage of autistic individuals who are in full-time employment in the UK?**

a) 16%

National Autistic Society data highlights that only 16% of autistic adults in the UK are in full-time employment.

- 18 Which of these is NOT a common trait of Dyspraxia?**

c) Challenges with memory retention

Dyspraxia is more commonly associated with motor coordination challenges, not memory retention.

- 19 Which is the best way to communicate with neurodivergent colleagues?**

b) Adapt communication styles based on their preferences

The best way to communicate with neurodivergent colleagues is to adapt your style to their preferences, such as using clear language or offering written options.

- 20 What is one way to make the recruitment process more inclusive for neurodivergent individuals?**

c) Offer alternative application methods, such as video or skills-based tasks

This allows neurodivergent individuals to showcase their strengths in ways that suit their abilities.