

Our Beautiful Minds

MentiMeter poll – questions

05 Dec., Afternoon session

Q&A

Question asked	Slide
In a mainly male CERN environment most of the participants today have female names, however most managers are male . How do we get them fully involved?	Any questions ?
Coaching was mentioned as something that employers could offer to help. What can CERN offer here?	Any questions ?
A lot of measures are useful for everyone (like meeting agenda was mentioned), how about starting to push for such measures globally for starters?	Any questions ?
In my experience I have struggled a lot with self-esteem and advocating for myself. Sometimes having someone "in your corner" can change everything. Do you think a coach could fulfill this role too?	Any questions ?
Is there an "easy" test (maybe online) to see if further tests are needed for adults to be diagnosed ?	Any questions ?
Implementing flexibility for all (for exemple in terms of working hours) is not easy with the CERN framework, how could this be easier ?	Any questions ?
The (UK) legal backing for reasonable adjustments helps when advocating for adjustments from an employer. CERN is an international organisation, not bound by the law of 1 country. Do we have a policy?	Any questions ?
Can we / should we try to recognize neurodivergent colleagues, or rather wait someone to disclose their condition?	Any questions ?

Do CERN have a "club" for neurodiverse people? (for support, networking, relating, etc.)

It's already difficult to have a neurodiverse child. To benefit from CERN benefits you have to go several hoops. That makes it even more painfully. How to improve this?

Isn't "masking" useful for neurodivergent people who do not wish to disclose their needs ?

If we shall not discriminate and judge, should one not have an attitude of coaching etc for anyone and focus on each persons needs and not judging and labelling?

you spoke about recruitment: what are some tips for signaling to neurodiverse applicants that they are welcome to apply?

It took me years to understand that my sibling had ADHD. How are we supposed to see neurodiversity with people we only see a couple of hours a week? Do you have advice?

Do you think self-diagnosis is always to be avoided 100%? Diagnosis is expensive and time-intensive (even just to get an appointment) and trying coping strategies for e.g. ASD cannot hurt, can they?

Will there be another session (same as today, not in complement) ?

Are there organisations out there that simply fail at creating a culture of psychological safety, thus never becoming a comfortable place for neurodivergent individuals to work?

What can one do for an adolescent with non verbal autism, how can we cater to their needs so that they can proceed to be more independent?

What strategies have been successful in changing company culture?

What has been your biggest challenge as a coach so far?