

The Wheel of Balance



A tool for understanding how you can better support your neurodivergent employees

This printable worksheet is designed to give you and your employee a birds-eye view of how supported they feel in different areas of work. Once completed, the wheel will give you an understanding of which key areas could be adapted to suit their unique needs. So moving forward they can feel seen, supported and empowered to reach their full potential.



Social and team interactions

Do they feel confident interacting with the team?



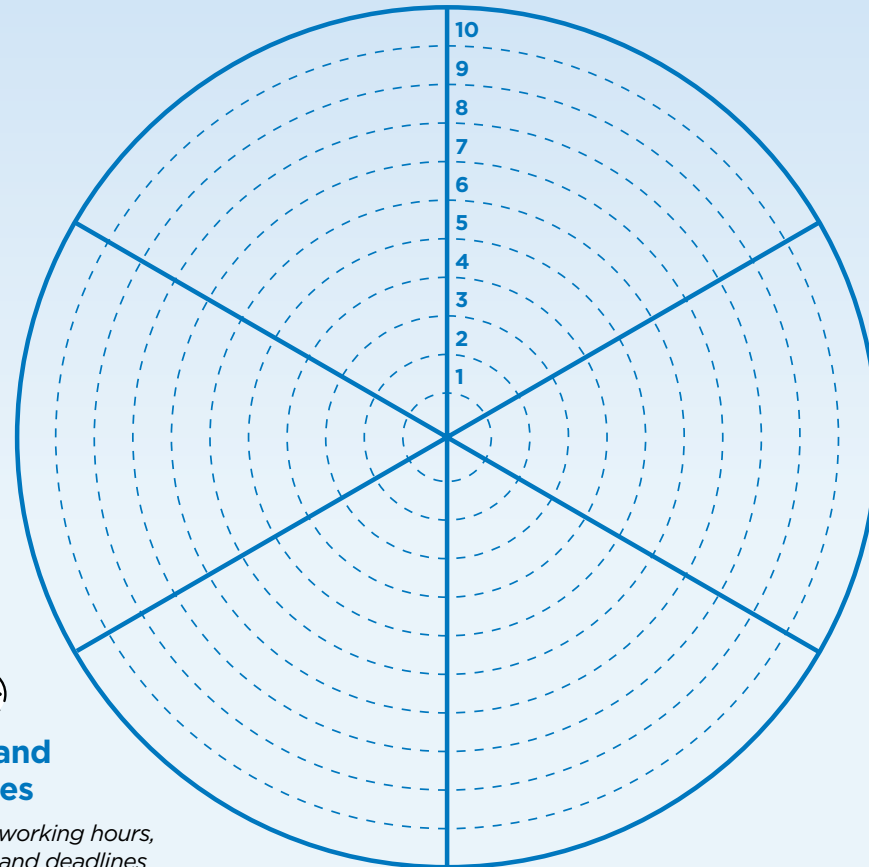
Communication

Does your way of communicating suit their needs?



Tools and technology

*Do they have access to assistive digital tools they need?
How does your organisation's use of tech work for them?*



Physical environment

Do they feel comfortable in their workspace?



Time and routines

Do their working hours, routines and deadlines work for them?



Work tasks and structure

Do they feel capable of doing their work in the way it is set up for them?

Key

Level of employee satisfaction with current support:

- 1 = 😞 Very unsatisfied
- 5 = 😐 Neutral
- 10 = 😊 Very satisfied



How to use this worksheet

1.

Reflect

Ask your employee how supported they feel in the areas represented in each of the wheel's segments.

2.

Score

Next, plot a point in each segment to show their level of satisfaction with the support they receive – 1 being very unsatisfied, 10 being very satisfied.

3.

Connect the dots

Join the dots to create a unique shape. A small or uneven shape suggests imbalance and clearly identifies opportunities for adjustments.

4.

Make a plan

Using the completed worksheet, **discuss the reasoning behind each score before creating a simple plan** to make adjustments where necessary.

5.

Repeat

You can redo this exercise at regular intervals to **track progress, understand your employee's evolving needs, and boost their wellbeing at work.**

