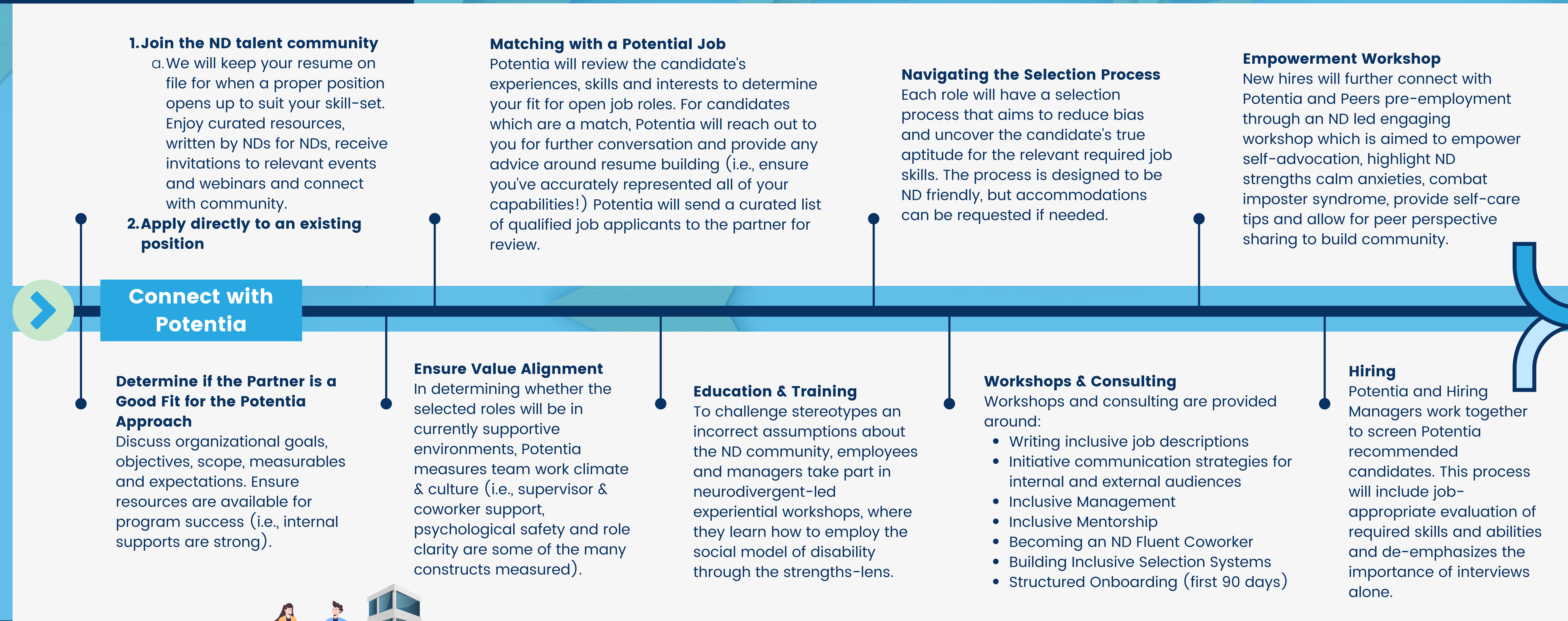


POTENTIA STARS

Training, Recruitment and Support



Candidate Journey



Company Journey



WELCOME



First Day
New Hires will be warmly greeted by the circle of support and will collaborate on routines, accommodations and communication styles.

Building Strong Relationships
You and your circle of support will meet weekly 1:1 and will openly listen and collaborate with you on ensuring your environment is supportive

Ongoing Education & Support
Your circle of support and Potentia community will be available to you and your company for further education and support.

Education & Advancement
Employers are committed to creating growth and advancement opportunities for Potentia hires.



Appreciation

We appreciate the Neurodiverse mind and view differences through a lens of strength and capability. We believe Neurodivergent brains are essential in making teams and organizations stronger. NDs provide perspectives that many Neurotypicals have trouble accessing. Not being limited to linear thinking allows us to see beyond the traditional approaches to work and provide substantial value. This can only be uncovered in an environment that supports an open exchange of ideas and information.

Acceptance

We ensure acceptance through measuring and improving work environments via unique, practical, and tangible learning experiences for managers, mentors and team members. Our trainings and workshops are Neurodiverse-led and include open, honest dialogue, comparing Neurodivergent to Neurotypical perceptions and expectations. This facilitates empathy and better understanding for all involved. We employ the social model for disability and difference as we believe employers should meet their employees halfway, and practice person-centered management practices for all employees.

Our Philosophy: The 4 A's

Accommodations

We understand that navigating a workplace as a neurodiverse employee can often seem exhausting. Disabled employees, as traditionally defined, are entitled under law to ask for reasonable accommodations. These accommodations can have a major positive impact on not only work-life, but the ability to attend to personal life, as well. Potentia has helped companies and ND individuals to demystify the concept and create a process where accommodation requests are supported. Included in the candidate journey to employment is an empowerment training, where we discuss how to self-advocate and work to select/write out the accommodations which will support each individual's productivity and well-being at work.

Autonomy and Advancement

Potentia's mission lies in increasing neurodiverse candidates access to careers that offer competitive salaries, benefits, and opportunities for growth, advancement and financial independence. Potentia will provide continued employee and employer support to endeavor towards employee autonomy. This autonomy will allow employees the flexibility to make independent work decisions where appropriate and to organize their work environments to support their needs while using their skills to further organizational goals. Neurodiverse employees should continue to solicit feedback and guidance from trusted managers, mentors and peers, just as neurotypical employees do. Value-aligned employers ensure employees have a clear understanding of the various career paths available to them, and how they might progress over time.