# The Manager's Quick Guide to Career Advancement

For neurodivergent employees, an effective manager ensures the employee is clear about their current role and understands how they can continue to evolve and grow within that role as well as within their team. Neuroinclusive managers who utilize the following strategies will see all their employees, neurotypical and neurodivergent alike, benefit.

Strategies

They are consistently clear and transparent with individual employees about their role and priorities.

They invest time in getting to know their employees.

They build on the employee's strengths and provide them with the support that they need to develop in areas that require improvement.
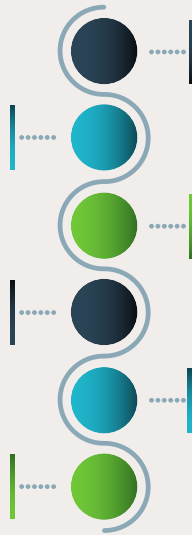
They adopt a collaborative process in creating and working toward employee advancement priorities.

They design work environments and processes that enable their employees to be effective at their job and maintain their well-being.

They recognize their employee's contribution and growth in meaningful ways while maintaining a cohesive team spirit.

Neuroinclusive managers see employee development as a key part of their role and dedicate time to it regularly beyond annual reviews.

They follow their employee's lead with regard to their advancement goals.

They do not assume their employee's interests or priorities are static — they check in and provide opportunities to be declined.

They help employees build connections beyond the team.

They seek to understand the employee's point of view or rationale before judgment or response.

They provide stretch assignments beyond the employee's role to help their employee attain a desired promotion.

They ask for help!

Neuroinclusive managers are excellent at giving feedback...
They provide affirming and constructive feedback for employees.

They provide actionable items for corrective performance or attaining new behaviors or skills, such as:
Providing talking points relevant to certain topics/events.
Sharing do's and don'ts, especially in professional networking.
Demonstrating skills and modeling desired outcomes.