

Needs and challenges for autistic people and those with ADHD in the workplace - fact sheet

This short report summarises some of the key findings of the recent (2025) neurodivergent employee survey. The report centers on the most common challenges reported by autistic participants and participants with ADHD (core BiH user group), and some of the implications of these challenges. Findings are compared between those with a dual diagnosis and the user group overall, and by company size, when notable differences occurred based on these groupings.

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brain in hand

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What are the main challenges faced by autistic employees and employees with ADHD, and what do they feel most often when at work?

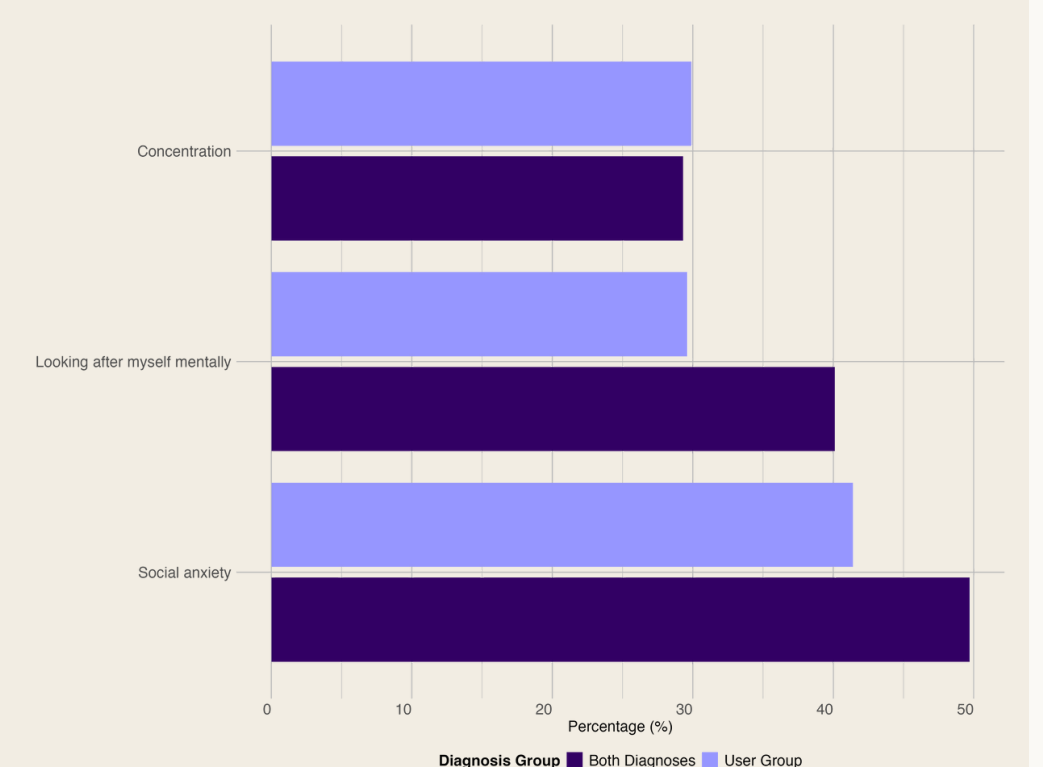
Autistic employees with ADHD were generally more likely than the user group overall to report certain challenges at work, and this was reflected in high levels of feelings of exhaustion and overwhelm. This aligns with findings from BiH users in the user survey.¹

Outcome	Findings
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The top 3 challenges participants reported feeling at work were social anxiety, looking after themselves mentally, and concentration.

50% of autistic employees with ADHD ($n = 147$) reported social anxiety as one of their top 3 challenges at work, compared to 41% of the user group overall ($n = 659$).

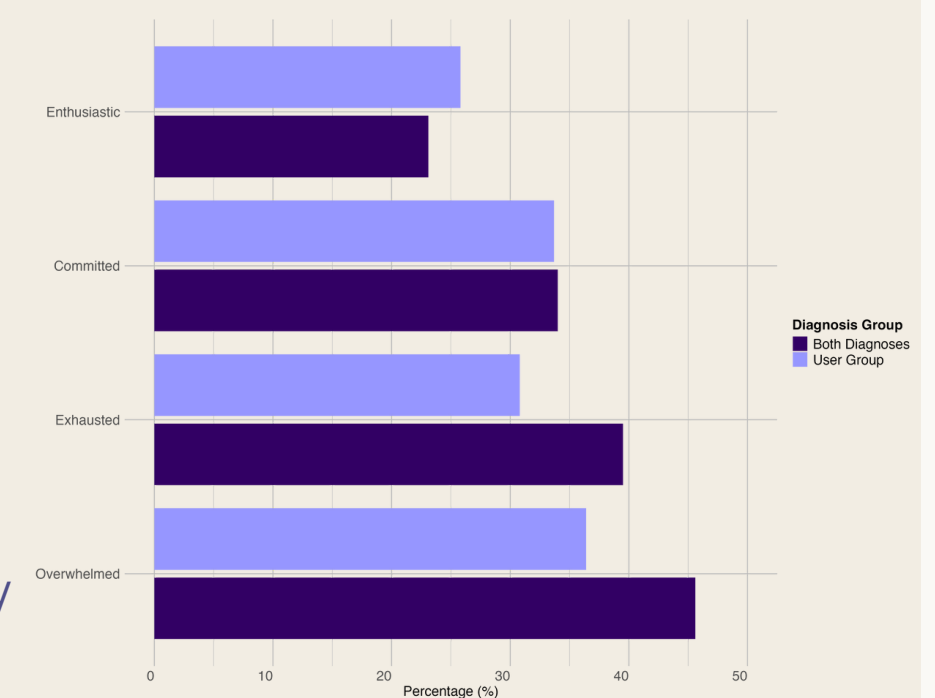
Those with both diagnoses were also more likely to report challenges looking after themselves mentally at work.



Although participants commonly reported being committed and enthusiastic about their job, many were exhausted and overwhelmed.

35% of the user group ($n = 659$) reported overwhelm as one of their top 3 feelings at work, while 31% reported feeling exhausted. However, 34% reported feeling committed, and 26% enthusiastic.

Those with both diagnoses ($n = 147$) were more likely to report being overwhelmed or exhausted, and less likely to report feeling enthusiastic, compared to the user group overall.



Who knows about employees' neurodivergence, and how do they feel about their career?

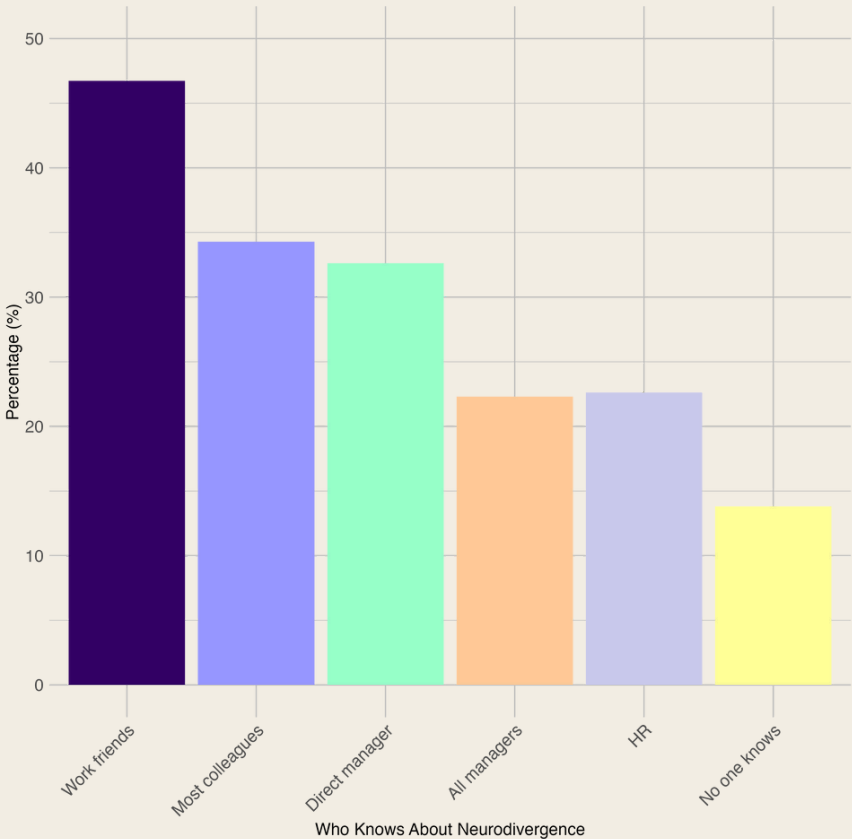
Research has shown that neurodivergent people often hide their diagnosis to avoid harming their chances of landing a job or progressing in their career.² This is reflected in the stats from the employee survey.

Outcome	Findings
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Work friends often know about individuals' neurodivergence, but HR and the broader management team often don't.

Although 47% of respondents' ($n = 659$) work friends knew about their diagnosis, this figure was only 22% for HR and the broader management team.

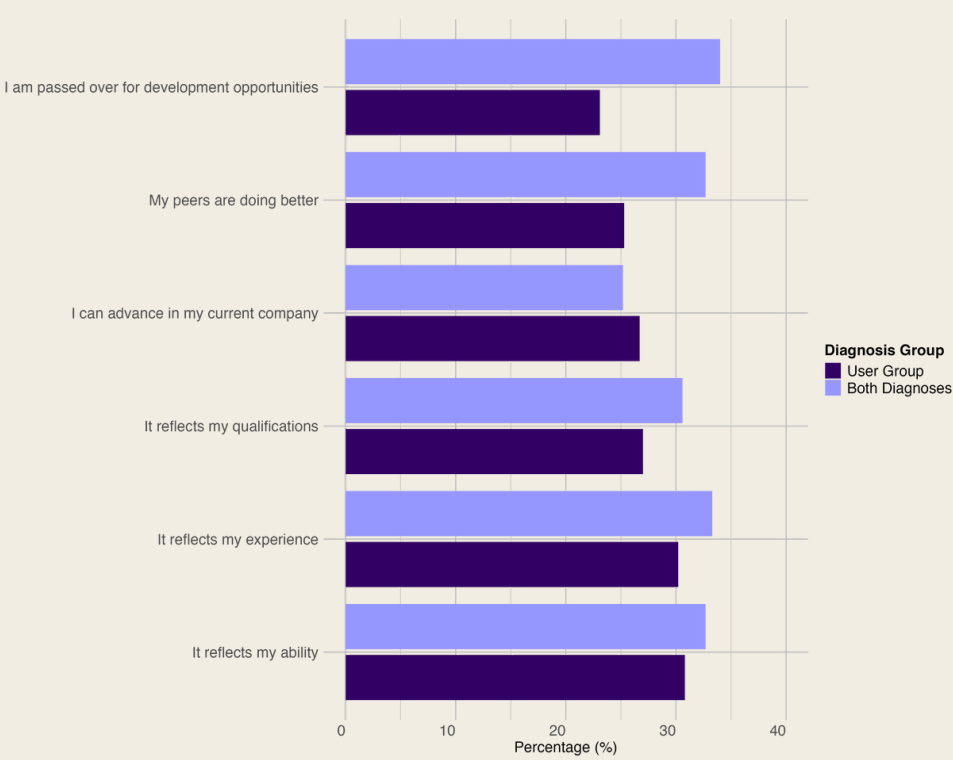
14% of respondents reported that no one in the organisation knew about their diagnosis.



Autistic employees with ADHD often reported being passed over for development opportunities and that their peers were doing better than them.

35% of autistic employees with ADHD ($n = 147$) were passed over for development opportunities, compared to 23% for the user group overall ($n = 659$).

However, lots of participants also reported positive feelings about their career.



What are the implications for overall wellbeing and the likelihood of leaving?

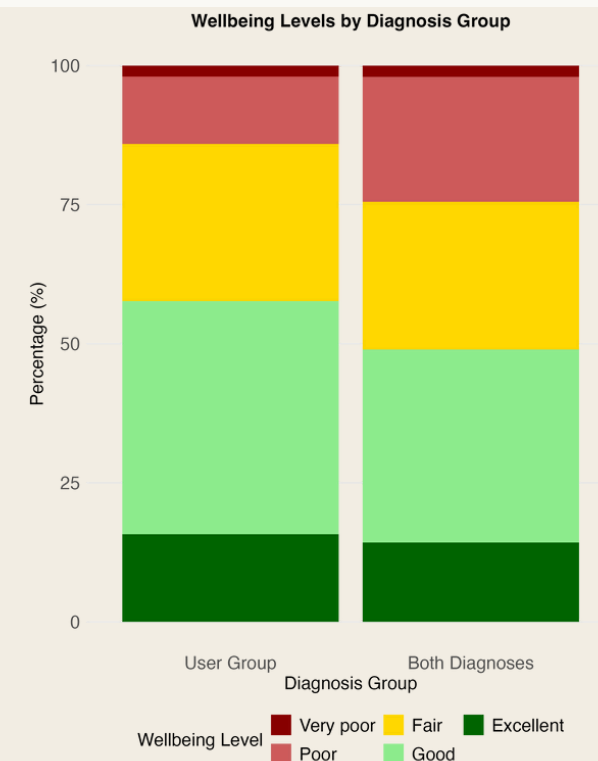
The workplace challenges discussed above also have implications for reported general wellbeing, and the likelihood of neurodivergent employees leaving their current employment. This aligns with research showing that more neurodiversity-related initiatives have positive implications for employee retention, by lessening some of the challenges faced by employees.³

Outcome

Findings

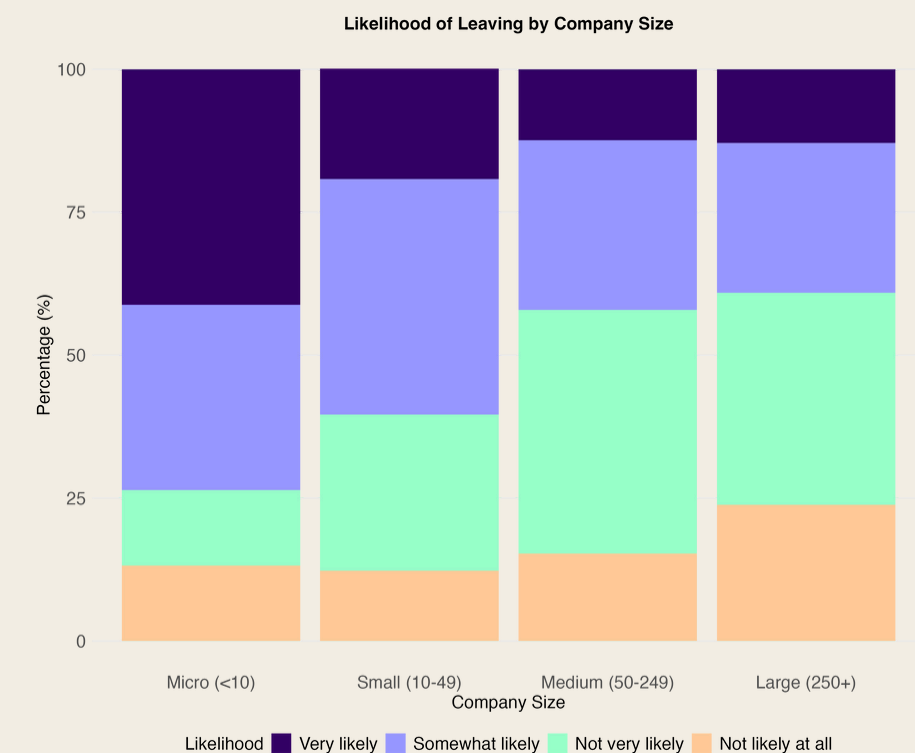
Overall wellbeing levels were lower for autistic employees with ADHD compared to the user group overall.

While 14% of the user group overall reported poor or very poor wellbeing, this figure was 24% for autistic employees with ADHD. Autistic employees with ADHD were also less likely to report good wellbeing.



A high proportion of employees reported being likely or very likely to leave their current role in the next 6-months.

Although this didn't differ between diagnostic groups, those in smaller companies were particularly likely to leave, with 73% of those in companies with fewer than 10 employees (n = 68) likely or very likely to leave in the next 6-months. For the UK population overall, this figure is far lower (24%).⁴



References

1. **Brain in Hand Research Team (2025). User Survey Statistics and Qualitative Feedback. [See here.](#)**
2. **Pryke-Hobbes, A., Davies, J., Heasman, B., Livesey, A., Walker, A., Pellicano, E., & Remington, A. (2023). The workplace masking experiences of autistic, non-autistic neurodivergent and neurotypical adults in the UK. Plos one, 18(9), e0290001. [See here.](#)**
3. **CIPD (2024). Neuroinclusion at Work Report 2024. [See here.](#)**
4. **REBR UK Employer Brand Report. [See here.](#)**

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