Index

Accelerators, 106	Canadian Autism Spectrum Disorders
Access to funding, 61	Alliance (CASDA), 115
Accessing finance, 111–112	Career, 34
Acquired neurodiversity, 36	choosing a career, 79–82
Agency, 10	development, 11
Anxiety-induced behaviour, 76	guidance, 73, 113
Aspergers, 23	satisfying career within a corporate
Aspierations, 104–105	environment, 35
Assertiveness style, 134	Choosing a career, 79–82
Assistive technology, 114	Clients, 65
Attention Deficit Disorder (ADD),	Cognitive variation, 22–23
23–24	Communication issues, 134
Attention Deficit Hyperactivity	Company culture, 52
Disorder (ADHD), 23–24, 84	Completely Inclusive, 110–111
Auticon, 102	Conceptualised neurodiversity, 36
Autism, 26, 36, 134	Confidence, 18–19
Autism Positive Communities, 132–133	COVID-19 pandemic, 75, 96, 108
Autism spectrum disorder (ASD), 23	
Autism Training Leadership Action	Diagnosis, 7–8, 28, 34
Scotland (Atlas), 132–133	Diagnostic Pilot Project, 98
'Autism-friendly professions', 51	Disability, 26
Autism@work Playbook, 103	Disclosure, 7–8, 29, 33
Autistic Entrepreneurs Network,	Discrimination, 41–42
110–111	Double empathy problem,
Autistic Interpreter, 70–71	135–136
Autistic people, 44–45	Durham Small Business Centre
Autistic women, 1–2, 118	Stakeholder Assessment
	Model, 9
Birth, 63–65	Dyscalculia, 23–24, 36
Broader network, 108	Dyslexia, 23–24, 36
Business	Dyspraxia, 23–24, 36
business-to-business services, 61	
development and sales, 65-67	Economic viability of businesses, 105
finding and validating, 57-58	Education, 81
ideas, 53–57	Effective communication, 134
owners, 106	Effective support system, 95
in partnership, 55, 58-59	Employment, 2
types, 105	initiatives, 102

Enterprise, 95	General support network, 95–99
Enterprise learning and skillsets	Gibb and Ritchie model, 53
choosing a career, 79–82	Growth Hub, 124
enterprising and entrepreneurship	
skillsets, 82–89	Hall, Heather (CEO of The Usual
leadership and team building, 90–93	Place), 81
Enterprising approaches, 78	Harvard Business Review, 36
Entrepreneurial journeys	Human behaviour, 134
applying natural talents and	Human resources, 58–59
interests to identified	71
opportunity, 70	Identity, 29
birth and survival, 63–65	Impact-based business model, 92
business development and sales,	Impaired theory of mind, 134
65–67	Inclusion Canada, 115
case examples, 67–71	Incubators, 106
combining passion and strengths	Informal rules of workplace, 41–42
into successful business, 69	Innovative peer-to-peer mentoring
creating own opportunities for	programme, 1
return to workplace, 68–69	Inspiring Scotland, 121
finding and validating business idea,	Inspiring Scotland, 133
57–58	Institute of Directors (IOD), 84
identifying resources, 58–63	Institute of Neurodiversity (ION), 84,
motivation and business ideas,	93
53–57	Integrated support, 114–116
stages of starting business, 54	Intersectionality, 95
Entrepreneurs, 83–84, 105	intersectionality, 75
Entrepreneurship, 1–3, 55–56, 73, 95	Job, 41, 104
accessing finance, 111–112	300, 41, 104
	Valaidasaana Invastments 111 112
building social capital, 108–111	Kaleidoscope Investments, 111–112
skillsets, 82–89	Kindness in management, 51–52
support for, 105–112	Kolb's learning cycle, 82–83
women and, 15–22	
Equity, 22	Leadership, 90–93
	Learning, 73–79
Face-to-face networking, 88	learning-by-doing approach, 9
Finance, accessing, 111–112	practical skills, 78
Financial resources, 58–59	styles, 82–83
Fundraising, 126	LGBTQ community, 26, 120
	LinkedIn, 88
Gender	Local Enterprise Partnership, 124
equality, 22	Locus of control, 129
gender-neutral policies and laws, 22	•
gender-related differences, 111	Masking, 25
neurodiversity and, 22–28	Mental health, 36
responsive approach, 22	Mental Health Teams, 98
stereotypes, 25	Miscommunications, 135
5101001ypcs, 25	with the communication of the

Monetary, 53–54 Push factors, 17, 53 Motivation, 53–57 relating to work, 54 National Health Service, 24 Qualitative study, 105 Net effect, 43 Networking, 65, 88–89, 130 Recruitment processes, 37–38, 73 Neurocognitive styles, 22-23 Responsiveness style, 134 Neurodivergence, 17 Retail business, 105 Neurodivergent conditions, 76 Role model, 11, 56, 128 Neurodivergent employees, 8 for individuals, 97 Neurodivergent entrepreneurs, 22, 49, 60, 108, 131 Sales, business development and, 65–67 Neurodivergent individuals, 9, 35, 96, School, 73-74 117-118, 128-129 Scottish Autism, 1 in workplace, 36 Scottish Government, 121 funded programme, 132-133 Neurodivergent leaders, 93 Neurodivergent people, Scottish Strategy for Autism, 133 38-39, 84 Scottish Women's Autism Network Neurodivergent women, 8, 118, (SWAN), 1, 4, 87, 103 130-131 Self-employment, 1, 3, 56–57, 73, entrepreneurs, 20-21 81-82, 119 entrepreneurship, 15 Self-identity, 28 self-employment or Service entrepreneurship for, 60 providers, 131–132 provision, 105 Neurodivergent-friendly learning opportunities, 112–113 Small and Medium Enterprises Neurodiverse workforce, 35 (SMEs), 6, 49, Neurodiversity, 2, 22-23, 117 150 and gender, 22-28 population, 117 'Neurominorities', 36 Social capital, 58–59, 86–87 Neurotypical norms, 61-62 building, 108-111 'Neurotypical' practice, 2, 23 Social networks for career advantages, Non-monetary motivations, 53–54 86-87 Specialisterne Foundation, 102 Not-for-profit organisation, 126 Spectrum Advantage, 100–102, 112 One-to-one mentoring, 126 Spectrum Autism, 124 Online networking, 88 Stakeholders, 98–99 Standard business support, 11 Personal stories, 99 Stark reality, 45–46 Physical resources, 58–59 Stereotypes, 73 Policy issues, 117–121 Storytelling, 132 Power of Neurodiversity, 22–23 Support ecosystem, 122–126 Pre-existing social capital, 58–59 general support network, 95-99 Product-based businesses, 105 support for entrepreneurship, Pull factors, 17, 53 105 - 112relating to work, 54 support into work, 100–105

84, 93

Virtual fora, 128-129 transversal issues, 112–116 Support for entrepreneurship, 105-112 Virtual learning, 89 Survival, 63-65 Voice-to-text software, 12 Surviving in workplace, 40-47 Systematic awareness, 127 'Wicked' problems, 84 Women Target market constraints, 20 and entrepreneurship, 15-22 Team building, 90-93 women-owned businesses, 111 Team engagement, 92 Women entrepreneurs, 61, 86–87, Teamwork, 92 92-93, 131 Technology, 79 WIN award for, 109 assistive, 114 Women into Network (WIN), 89, 109, The Genius Within, 56 128 - 129"Too hard basket syndrome", 132 Work Tourette Syndrome, 36 pull factors relating to, 54 Transport systems, 120 push factors relating to, 54 Transversal issues, 112-116 support into, 100–105 assistive technology, 114 Work-life balance, 129 integrated support, 114-116 Working for others neurodivergent-friendly learning getting hired, 35-40 in search of good boss, 47-52 opportunities, 112-113 providing relevant career guidance, surviving in workplace, 40-47 Working in partnership, 121 Workplace Two-pronged approach, 12 creating own opportunities for Understanding Autism Programme, return to, 68-69 102 neurodivergent individuals in, 36 Uptimize, 103 surviving in, 40-47 Urban planning, 120 World Bank, 61 World Health Organisation, 23 Valeur, Charlotte (former Chair of IOD and founder of ION), Zoom app, 12, 88