Greetings,

My name is Nada Musleh and I am undertaking a study titled: "The Implementation of New Ways of Working (NWW) and its Effect on Neurodivergent Thinkers in the Workplace" for my Philosophy Degree (PhD) at the University of Limerick – Kemmy Business School, Department of Work & Employment Studies.

The purpose of the study is to investigate the lived experience of neurodivergent employees after the implementation of New Ways of Working which includes flexible working arrangements, remote working, opened spaces, virtual teams, and changes in work processes.

As part of my research I will be conducting interviews, on an individual basis with persons who identify themselves to be neurodivergent and are currently employed in the Republic of Ireland. Related Questions are available in Annex I (attached).

This study is being undertaken under the supervision of Prof. Christine Cross and Dr. Sarah Kieran, and my Student ID No. 20301413.

Through this letter, we are kindly asking you to facilitate my research through putting me in contact with those who identify themselves as neurodivergent and who are benefiting from your organization's services. Either by sharing my research topic and related questions (available in annex i) below with your networks and persons who might be interested in this research or by putting the researcher in contact with those who might be willing to take part in this research.

The researcher's contact details are:

Mrs. Nada Musleh

Email: nada.musleh@ul.ie

Phone: (085) 212 7998

Thank you,

Attachments: Annex I

Annex I

Interview Questions

Have you disclosed your condition(s) to your employer?   Yes ☐   No ☐

Have you requested Reasonable Accommodations?   Yes ☐   No ☐

Research Questions:

1. **How do you describe your experience as a neurodivergent worker in relation to flexible working arrangements implemented by your organization…**

   1.1. Space: Open-Plan Offices

   > Indicators: Flexibility towards place of working within the organization's premises according to needs. Team-based spaces that allow collaborations between different teams but at the same time respect the particularity of each condition of neurodiverse workers by being properly equipped with needed tools and technologies. Allowing multi-functionality in a way that would serve the functions of different workers from different departments/sections while taking into consideration the requirement for silence and confidentiality in order to concentrate and take control over the environment.

   1.2. Place: Remote Working / Working from Home, Hybrid Working

   > Indicators: flexibility towards place of work outside and/or inside the premises of the organization, outside or inside the country where the organization is geographically based, availability of clear policies and guidance on remote-working, exploring if this flexible working arrangement allows effective and efficient level of collaboration and clear and simple connectivity through different forms of remote work, such as working-from-home modality, hybrid working, and satellite offices

1.3. Time: flexi-hours

Indicators: flexibility towards time of work that fits the needs of the worker, availability of clear policies and guidance on flexi-hours, exploring if this flexible working arrangement allows effective and efficient level of collaboration and clear and simple connectivity.

2. **How do you describe your experience as a neurodivergent worker in relation to the advanced technological solutions provided by your organization**

Indicators:

Assistive Technologies and devices

User-friendly interfaces and systems while working remotely

strong and structured collaboration tools (documents management and sharing, chat functions, video calling and conferencing)

Strong network to access different platforms

3. **How do you describe your experience as a neurodivergent worker in relation to cultural and managerial arrangements implemented by your organization…**

3.1. Management Style

Indicators: 1) Management support to flexible working arrangements 2) the act of managers as role models 3) availability of clear and direct guidelines to flexible working arrangements. 4) clear and simple rules and guidelines on how to use digital tools and appliances.

3.2. Organizational Culture

Indicators: 1) Existence of effective teamwork and autonomous teams with supportive attitudes 2) Colleagues and team readiness and openness to collaborate virtually 3) Availability of accepted and reasonable performance measurements 4) Spread of values that support NWW such as trust, employee empowerment, innovation, and result-based management (RBM). 5) availability of clear code of conduct for appropriate standards of behavior while collaborating with neurodivergent colleagues.

3.3. Skills and Training

Indicators: 1) availability of detailed and simple training materials (personal and task related) required for (NWW). 2) Capacity building plans and processes (through coaching and supervision) to adapt to the (NWW) focusing on required skills and abilities. 3) Availability of monitoring mechanisms to identify future needed skills 4) Coaching and mentoring opportunities from within the teams that can provide clear and direct guidance and training.

3.4. Work Processes and Practices

Indicators: 1) availability of clear, direct and simple policies on e-filing and e-signatures 2) availability and accessibility to a shared cloud 3) availability of standard licensed software for signature

Demographic Questions:

Gender   :   Male ☐   Female ☐   Others ☐

Age Group   :   18-24 ☐   25 – 34 ☐   35 – 44 ☐   45 – 54 ☐   55 – 64 ☐

Highest Degree of Education Obtained:

Level	NFQ 5	NFQ 6	NFQ 7 / 8	NFQ 9	NFQ 10
Description	Leaving Cert	Advanced Cert	Ordinary / higher bachelor's degree	Master's	Doctoral
Selection					

Employment Status: Part-time ☐   Full-Time ☐   Others ☐

If others, please describe: _____

Do you identify yourself to be neurodivergent[1]?   Yes ☐   No ☐

Can you identify your neurodiversity condition(s):

Condition

Autism Spectrum Disorder (ASD)   ☐

Attention Deficiency and Hyperactivity Disorder (ADHD)   ☐

Attention Deficiency Disorder (ADD)   ☐

Dyslexia   ☐

Dyscalculia   ☐

Dyspraxia   ☐

Tourette Syndrome (TS)   ☐

Williams Syndrome (WS)   ☐

Obsessive Compulsive Disorder (OCD)   ☐

Learning Disability   ☐

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[1] Neurodiversity is an umbrella term which encompasses a vast array of neurocognitive differences and refers to permanent variation in the human brain structure resulting in deviations in the way of processing different forms of information (visual, verbal, auditory, tactile, motor) and making sense of the world that is different from "neurotypical" and resulting in variations regarding sociability, learning, attention, mood, and other mental functions in a non-pathological sense (Armstrong, 2010) (Hendrickx, 2010) (Austistic Self Advocacy Network, 2022).