



TOURETTE'S: AN INTRODUCTION

INFORMATION SHEET

For your employees with Tourette's to make them feel supported, you will need a neuro-inclusive work environment. When you prioritise neuro-inclusion, your entire workforce will feel supported, and this can enhance employee retention, productivity, and well-being. This information sheet will help you understand how you can help your employees with Tourette's thrive in the workplace.

While there are many coping strategies that neurodivergent adults can put into place, neuro-inclusion is intended to be a collective, not a solo effort.

What is Tourette's?

Tourette's syndrome is a neurodifference that causes a person to make involuntary sounds and movements often referred to as tics. Tourettes can co-occur with other neurodifferences such as Attention deficit hyperactivity disorder (ADHD).

Tics are the main trait and can be both physical and vocal, for example:

Physical tics may include:

- Blinking
- Eye rolling
- Shoulder shrugging
- Jerking of the head or limbs
- Touching objects or other people

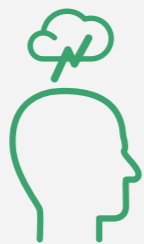
Vocal tics may include:

- Grunting
- Throat clearing
- Whistling
- Coughing
- Random words and phrases
- Repeating a sound, word or phrase
- Swearing (this is rare and only affects about 1 in 10 people with Tourette's syndrome)

For some individuals the frequency and intensity could be impacted by:



Stress



Anxiety



Tiredness

If someone in your organisation has informed you that they have, or may have Tourette's, they must not be met with stigma or discrimination. Being aware of the support an individual may benefit from will empower them in the workplace, but you don't have to be an expert on Tourette's.

What talents can individuals with Tourette's bring?

Whilst every individual will have different strengths, some talents commonly associated with Tourette's include:

- High levels of concentration
- Determination
- Resilience
- Empathy
- Creativity
- Problem solving skills
- Verbalising ideas quickly when put on the spot

Practical solutions that your team can put in place to support an individual with Tourette's include:


- Ensure individuals know you're a neuroinclusive organisation - this may stop them feeling the need to suppress their tics which can impact their concentration.
- Offering information in advance such as interview questions.
- Support with stress management and access to quiet areas when required, or time offline if working from home.
- Provide regular check-ins to review their wellbeing and any support requirements.
- Consider allowing for flexible working and adapt tasks/processes where possible to adopt a person-centred approach.
- Discuss with the individual if adaptive equipment or assistive technology could support them such as a sit/stand desk, ergonomic chair or separate keyboard and mouse.
- Consider the working environment and taking into consideration sensory adjustments.
- Provide positive feedback on the individual's strengths and find ways to develop and utilize these strengths within the team's work.

Please note that Lexxic is unable to provide assessment services specifically for Tourette's.

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