

Question:

Have you been diagnosed with, or believe you may have, one or more of the following neurodivergent conditions?

	Global	US	UK
Attention-deficit hyperactivity disorder (ADHD)	28.49%	31.36%	25.06%
Autism spectrum disorder (ASD)	8.54%	5.70%	11.92%
Dyslexia (difficulty with reading)	7.32%	5.30%	9.73%
Dyscalculia (difficulty with math)	2.66%	2.24%	3.16%
Dysgraphia (difficulty with writing)	1.22%	1.43%	0.97%
Dyspraxia (difficulty with coordination)	2.55%	1.83%	3.41%
Intellectual disabilities	1.66%	2.24%	0.97%
Mental health conditions (e.g., bipolar disorder, obsessive-compulsive disorder, etc.)	20.84%	21.38%	20.19%
Sensory processing disorders	1%	0.61%	1.46%
Prader-Willi syndrome	0.89%	1.22%	0.49%
Social anxiety	22.06%	23.42%	20.44%
Tourette syndrome	1%	0.81%	1.22%
Williams syndrome	0.55%	0.81%	0.24%
No, I have not been diagnosed with or believe I have any neurodivergent conditions.	0%	0%	0%
Other	1.22%	1.63%	0.73%



Question:

Which of the following best describes your employment status?

	Global	US	UK
Employed, working full-time	93.90%	97.96%	89.05%
Employed, working part-time	4.77%	1.02%	9.25%
Not employed, looking for work	0.78%	1.02%	0.49%
Not employed, not looking for work	0.44%	0%	0.97%
Retired	0%	0%	0%
Not able to work	0.11%	0%	0.24%

Question:

In your current role, does your employer give you the option to work remotely?

	Global	US	UK
Yes	100%	100%	100%
No	0%	0%	0%



Question:

What is your age group?

	Global	US	UK
18-24	11.09%	10.18%	12.17%
25-34	37.80%	32.99%	43.55%
35-44	32.71%	36.46%	28.22%
45-54	13.64%	14.46%	12.65%
55-64	4.77%	5.91%	3.41%

Question:

What is your gender?

	Global	US	UK
Female	50.67%	43.38%	59.37%
Male	49.11%	56.62%	40.15%
Non-binary	0.22%	0%	0.49%



Question:

Which of the following categories best describes the industry in which you work?

	Global	US	UK
Architecture and Engineering	2.77%	3.46%	1.95%
Arts and Design	3.10%	2.65%	3.65%
Building and Grounds Cleaning	1.33%	0.81%	1.95%
Business and Financial	12.97%	11.20%	15.09%
Community and Social Service	2.88%	2.65%	3.16%
Computer and Information Technology	18.18%	22.20%	13.38%
Construction and Extraction	6.21%	7.54%	4.62%
Education, Training, and Library	6.65%	5.50%	8.03%
Entertainment and Sports	0.44%	0.61%	0.24%
Farming, Fishing, and Forestry	0.22%	0.00%	0.49%
Food Preparation and Serving	2.77%	2.65%	2.92%
Healthcare	9.98%	10.18%	9.73%
Installation, Maintenance, and Repair	0.67%	1.02%	0.24%
Legal	2.77%	1.83%	3.89%
Life, Physical, and Social Science	1.22%	1.22%	1.22%
Management	5.32%	5.50%	5.11%

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Question:

Which of the following categories best describes the industry in which you work? [Continued]

	Global	US	UK
Math	0.11%	0.00%	0.24%
Media and Communication	1.44%	1.43%	1.46%
Military	0.67%	0.81%	0.49%
Office and Administrative Support	7.43%	5.30%	9.98%
Personal Care and Service	1.33%	2.04%	0.49%
Production	2.00%	1.83%	2.19%
Protective Service	0.33%	0.00%	0.73%
Sales	6.43%	6.52%	6.33%
Transportation and Material Moving	2.77%	3.05%	2.43%



Question:

What level is your role within your organization?

	Global	US	UK
Non-manager	32.82%	29.12%	37.23%
Manager	45.34%	45.62%	45.01%
Director	11.31%	13.24%	9.00%
VP	2.33%	3.26%	1.22%
C-Level	8.20%	8.76%	7.54%

Question:

Does your company give you the flexibility and freedom to choose where you work (e.g., remote, hybrid, or in the office)?

	Global	US	UK
I have to be in the office 1-2 days a week	35.48%	31.98%	39.66%
I have to be in the office 3-4 days a week	30.71%	30.75%	30.66%
I have to be in the office 5 days a week	9.53%	13.85%	4.38%
I can work from anywhere	24.28%	23.42%	25.30%



Question:

If you could choose your ideal work location, where would that be?

	Global	US	UK
In the office 5 days a week	14.52%	19.76%	8.27%
In the office 3-5 days a week	24.39%	26.27%	22.14%
In the office 1-2 days a week	26.16%	20.98%	32.36%
100% remote, working from my preferred location	34.92%	32.99%	37.23%

Question:

Do you feel that remote work makes it easier for you to work how you work best? (e.g., fewer distractions, a safe and comfortable workspace, a flexible work schedule, or other accommodations.)

	Global	US	UK
Yes, definitely	66.30%	69.25%	62.77%
Yes, somewhat	28.60%	25.05%	32.85%
No, not very much	3.99%	4.48%	3.41%
No, not at all	1.11%	1.22%	0.97%



Question:

Do you feel comfortable disclosing your neurodiversity to your manager?

	Global	US	UK
Yes	80.71%	81.26%	80.05%
No	19.29%	18.74%	19.95%

Question:

If no, why not?

	Global	US	UK
I don't want my manager to believe that I'm unable to do my job	70.11%	68.48%	71.95%
I'm afraid of being overlooked for promotions and new projects	38.51%	38.04%	39.02%
I'm afraid of being fired	14.37%	16.30%	12.20%
I don't want to be treated differently	54.02%	50.00%	58.54%
I pass as neurotypical and don't want to be seen differently	32.18%	31.52%	32.93%
There's a lack of awareness and education about neurodiversity in my workplace	28.74%	29.35%	28.05%
Other	4.02%	3.26%	4.88%



Question:

Do you feel comfortable disclosing your neurodiversity to your coworkers?

	Global	US	UK
Yes	71.40%	76.37%	65.45%
No	28.60%	23.63%	34.55%

Question:

If no, why not?

	Global	US	UK
I don't want my coworkers to believe that I'm unable to do my job	68.99%	68.97%	69.01%
I don't want my coworkers to treat me differently	63.57%	66.38%	61.27%
I pass as neurotypical and don't want to be seen differently	27.91%	25.00%	30.28%
There's a lack of awareness and education about neurodiversity in my workplace	31.01%	27.59%	33.80%
Other	1.94%	4.31%	0%



Question:

Do you feel comfortable disclosing your neurodiversity to your employer and/or Human Resources (HR) department?

	Global	US	UK
Yes	80.04%	79.43%	80.78%
No	19.96%	20.57%	19.22%

Question:

If no, why not?

	Global	US	UK
I don't want people to believe that I'm unable to do my job	63.89%	61.39%	67.09%
I'm afraid of being overlooked for promotions and new projects	40.00%	40.59%	39.24%
I'm afraid of being fired	27.22%	24.75%	30.38%
I don't want to be treated differently	47.22%	46.53%	48.10%
I pass as neurotypical and don't want to be seen differently	25.56%	21.78%	30.38%
There's a lack of awareness and education about neurodiversity in my workplace	32.78%	38.61%	25.32%
Other	2.22%	2.97%	1.27%



Question:

What accommodations do you feel would be most effective for you to work at your best?

	Global	US	UK
Flexible work schedule	73.06%	71.69%	74.70%
Ability to work from home	60.75%	58.45%	63.50%
Ability to use the device and OS (operating system) of your choice	23.06%	26.27%	19.22%
Technological supports for managing time and schedules	26.05%	29.74%	21.65%
Opportunities to communicate in preferred ways (i.e., video conference, phone, text message, email, IM)	37.69%	39.31%	35.77%
Paid time off and mental health/wellness days	48.78%	46.03%	52.07%
Workplace policies, initiatives, and support in place to raise awareness of neurodivergence	25.39%	24.64%	26.28%
Other	0.67%	1.22%	0%



Question:

Does your workplace give you the flexibility to choose when you work (e.g., set your own working hours)?

	Global	US	UK
Yes, it's flexible: My performance is measured in outcomes rather than number of hours worked each day	56.87%	61.10%	51.82%
No, it's not flexible. I have to work a standard 9 a.m. to 5 p.m. work day	23.95%	22.20%	26.03%
It's somewhat flexible: I'm judged on a mixture of what I get done and when I do it	18.96%	16.29%	22.14%
Other	0.22%	0.41%	0%

Question:

If you could choose your preferred work hours, what would they be?

	Global	US	UK
I would work when it was easiest for me to complete my tasks and projects, even if it's unusual hours.	79.05%	76.99%	81.51%
I would work a standard 9 a.m. to 5 p.m. work day	20.95%	23.01%	18.49%



Question:

Neurodivergent individuals often have strengths and abilities in certain areas that allow them to tackle challenges differently and make exciting discoveries. What strengths do you feel you bring to your position?

	Global	US	UK
Excellent math skills	34.37%	37.88%	30.17%
Ability to stay focused for long periods of time	36.70%	43.38%	28.71%
Creative, flexible, and outside-the-box thinking	52.11%	53.16%	50.85%
Superior memory skills	28.94%	31.36%	26.03%
Strong observational skills and attention to detail	40.02%	40.73%	39.17%
Excellent ability to recognize patterns	34.59%	39.51%	28.71%
Exceptional energy levels/stamina	20.07%	20.98%	18.98%
Exceptional expertise regarding a specific subject relevant to my work	25.06%	28.72%	20.68%
Resilience, and quick ability to bounce back after a setback	28.49%	27.70%	29.44%
Hyper-attentive, persistent, and passionate about my tasks	26.27%	27.49%	24.82%
Other	0.78%	0.81%	0.73%



Question:

What are the biggest challenges you've faced in the workplace as a neurodivergent employee?

	Global	US	UK
Time management	42.02%	43.38%	40.39%
Communication with coworkers and/or manager	34.92%	37.07%	32.36%
Difficulty focusing	35.48%	31.16%	40.63%
Difficulty physically sitting still	28.60%	29.33%	27.74%
Challenges with video meetings (e.g., eye contact, speaking in front of a group)	32.37%	33.40%	31.14%
Sensory issues/distractions (e.g., light, noise, sensory issues)	24.50%	21.38%	28.22%
Other	2.22%	2.04%	2.43%



Question:

Do you feel that the leadership team (executives and managers) at your company support neurodivergent employees?

	Global	US	UK
Yes, definitely	43.02%	50.31%	34.31%
Yes, somewhat	42.46%	36.66%	49.39%
No, not very much	13.19%	12.02%	14.60%
No, not at all	1.33%	1.02%	1.70%

Question:

Have you ever quit or considered quitting your job because your workplace and/or employer did not support your needs?

	Global	US	UK
Yes, I have quit a job because my employer didn't support my needs	25.72%	27.29%	23.84%
Yes, I am currently thinking of quitting my job because my employer doesn't support my needs	22.84%	23.63%	21.90%
No, I have not quit or thought about quitting my job due to lack of support	48.67%	46.23%	51.58%
I want to quit my job because my employer doesn't support my needs, but I don't feel able to do so	2.77%	2.85%	2.68%



Question:

As a neurodivergent employee, which of the following strategies have you used to make your work more comfortable and successful for you?

	Global	US	UK
PTO (paid time off)	30.60%	37.07%	22.87%
Mental health and/or wellness days	41.46%	43.99%	38.44%
Taking regular breaks	47.56%	44.60%	51.09%
Blocking off time in your calendar to focus on work	24.17%	23.63%	24.82%
Working from home	51.22%	48.68%	54.26%
Working a flexible schedule	37.36%	38.49%	36.01%
Using preferred device and OS (operating system)	13.08%	16.50%	9.00%
Skipping meetings when possible	14.08%	15.48%	12.41%
Turning off camera during virtual meetings	23.28%	22.00%	24.82%
Using recording devices or captions	7.65%	8.76%	6.33%
Joining a Neurodiversity Employee Resource Group (ERG)	7.10%	8.55%	5.35%
Communicating via chat and email	22.28%	20.77%	24.09%
Other	1.44%	1.43%	1.46%



Question:

Do you feel like you can use the accommodations available to you without repercussions from your manager or coworkers?

	Global	US	UK
Yes, definitely	48.45%	55.60%	39.90%
Yes, somewhat	42.90%	37.68%	49.15%
No, not very much	7.43%	6.11%	9.00%
No, not at all	1.22%	0.61%	1.95%





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