


The Future of Neurodiversity in the Workplace: Opportunities and Challenges

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1. Round 1

1.1. Reviewer 1

Reviewer:

The sentence "Neurodiversity a concept that embraces variations in human brain function and cognitive processes is increasingly recognized as a valuable aspect of workforce diversity" could benefit from defining neurodiversity more precisely. Consider adding a definition or citing foundational literature.

The statement "integrating neurodivergent individuals into the workplace also presents several challenges that need to be addressed through thoughtful policies and practices" is broad. Specifying what these challenges are in this introductory section would provide clearer context for the reader.

The reference to Ali (2023) discussing social and cultural barriers would benefit from a brief summary of the findings from this study to give the reader more context.

The discussion on the balance between disclosure and privacy (Kidwell et al. 2023) could be enriched by including a specific case or example illustrating the dilemmas faced by neurodivergent employees.

When discussing inclusive hiring practices, referencing specific successful programs or initiatives, such as those by Ashworth et al. (2023), would provide concrete evidence to support your argument.

The statement "Continuous training and education for all employees are essential to fostering an inclusive workplace culture" should be supported by examples of effective training programs and their outcomes.

The importance of leadership in championing neurodiversity is noted, but providing specific actions or policies that leaders have implemented successfully in other organizations would be helpful.

Authors revised the manuscript and uploaded the document.

1.2. Reviewer 2

Reviewer:

The claim "Neurodivergent individuals often bring unique perspectives and problem-solving abilities to the workplace" would be more compelling if supported by specific examples or case studies demonstrating these abilities.

The mention of Essex (2023) highlights contributions of neurodiverse scientists. Including a direct quote or specific example from this reference would enhance the credibility of this point.

"One of the primary challenges in promoting neurodiversity is ensuring appropriate workplace accommodations" should be expanded with examples of specific accommodations that have been successfully implemented in workplaces.

The potential of mixed reality applications (Ak, 2020) should be elaborated with specific examples or case studies demonstrating their effectiveness in the workplace.

The suggestion to create peer support groups and mentorship programs (Cafaro et al., 2021) would be stronger with examples of organizations that have implemented these successfully and the benefits they have seen.

The conclusion repeats many points from the main body. Summarizing the key takeaways and suggesting future research directions or practical steps for organizations would provide a more impactful ending.

Authors revised the manuscript and uploaded the document.

2. Revised

Editor's decision: Accepted.

Editor in Chief's decision: Accepted.