

Neuroinclusive Interviewing Tips

For hiring, investigations, and
performance evaluations



Clarify Structure and Expectations

Describe the interview format, timeline, and process to minimize uncertainty.



Offer Format Options

Allow participants to choose their preferred format (video, phone, in person, written Q&A, etc.)



Consider Providing a Preview of Questions

Many who are neurodivergent need extra time to organize their thoughts and provide complete responses.



Create a Comfortable Environment

Minimize sensory distractions that can impact a neurodivergent person's ability to focus and communicate effectively during the interview.



Use Visual Supports

Visual learners and those with auditory processing differences may benefit from having access to visual aids such as charts, photos, documents, etc.



Check for Understanding

Ask clarifying questions to ensure mutual understanding of the questions and responses.



Provide Processing and Response Time

Pause after asking a question and don't rush in to fill the silence.



Use clear, concrete language

Avoid jargon, figurative language, compound questions, and acronyms.



Allow Different Ways to Demonstrate Skill

Since some people show their skills better than they can describe them, consider work samples and practical demonstrations.



Avoid Assumptions About Demeanor

Nonverbal behavior (eye contact, fidgeting, flat affect, etc.) may reflect discomfort rather than a lack of competence, credibility, or engagement.

Remember: Inclusive practices benefit everyone and ensure that each interview — whether hiring, investigative, or evaluative — yields the insights your organization needs to make sound decisions.