# Understanding Invisible Disabilities of the Mind: Mental Health & Neurodivergence at Work

1 in 5 employees lives with a mental health condition—and another 20% identify as neurodivergent. That means nearly half your workforce may be facing challenges that aren't immediately visible. But without the right tools and understanding, managers can unintentionally turn those challenges into barriers. Miscommunication, stigma, and lack of support are often the real culprits—not the conditions themselves.

**A Practical Approach to Workplace Mental Health & Neuroinclusion**

In this eye-opening and actionable session, Jason Reid and Kristin Light shed light on the often-misunderstood world of invisible disabilities of the mind. You'll gain practical tools for starting supportive conversations, building trust, and creating a psychologically safe environment where every employee feels seen, supported, and empowered to do their best work.

**Key Takeaways for Your Team:**

**Breaking Myths & Misconceptions**: Understanding the differences between mental health, mental illness, and neurodivergence—and why it matters.

**Starting the Conversation:** When and how to discuss neurodiversity and mental health with employees, colleagues, and leadership.

**Shaping Workplace Culture:** Communicating about mental health and neurodiversity in ways that reduce stigma and unconscious bias.

**Actionable Accommodations:** Proven strategies to support neurodivergent employees and those with mental health conditions in a way that enhances productivity and well-being.

**Program Format:**

**Available:** Virtual or In-Person

**Ideal For:** Management & Leadership, Large Organizations, Employee Resource Groups, DEI & Belonging Initiatives

Reid & Light

"Kristin and Jason's authentic, relatable, and engaging presentation provides practical ideas to support neurodiversity in the workplace, delivered with a dose of humour and joy."

- Monta Johnson, Senior Associate, Anamorphiq

"Jason and Kristin have flawless chemistry!"

- M. Wagner-Powers, Marriott Hotels

"Jason and Kristin gave our employees exactly the information they needed."

- George Wedge, Bombardier Inc.

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# About

## Kristin Light, Neurodiversity, and Employee Engagement

Kristin Light brings her dynamic expertise as a senior engagement and communications strategist, award-winning speaker, and vivacious entertainer to every stage she graces. As an Autistic ADHD-er with a long history of severe mental illness, Kristin is channeling her extensive lived experience to drive change from within the corporate world, where she recently built a neuroinclusion program for Canada's rail construction industry.

## Jason Reid, Invisible Disability and Leadership

For more than a decade, Jason Reid has been speaking to audiences worldwide about how to embrace invisible disabilities in the workplace. Being open about his health challenges prompted Jason's employees to share theirs. He soon realized that 50 percent of his staff had their own invisible disabilities. Using open communication, and solution-focused strategies he doubled the productivity of his department in a year. He is the author of the new book "Embracing Invisible Disabilities in the Workplace."

**Both Jason and Kristin have backgrounds in writing and performing for television, movies, and the stage. With their own personal chemistry, they deliver key insights through engaging and relatable stories that audiences love.**

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ReidandLight.com

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