

The below answer sheet is for your own self-assessment.  
Please keep your completed questionnaires and answers on file for your record.  
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## Designing for people – Acoustical Comfort, Neurodiversity, and the WELL Building Standard

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### 1. What is meant by the term 'neurodiversity'?

Neurodiversity refers to the different ways a person's brain processes information that they receive, from their senses. Given these differences, they interact with the world around them differently, which can be a huge asset to any organisation.

### 2. What are the potential negative consequences of designing working environments without considering neurodiversity?

It is less about negative consequences and more about the lost opportunity to benefit from exceptional talent and getting the best out of individuals. Additionally, without designing appropriate spaces, organisations will battle to attract the best talent possible available.

### 3. How big a role do acoustics play in ensuring shared workspaces cater for neurodiversity?

Thermal and acoustic comfort are generally considered to be the number one and two areas of dissatisfaction within an office environment. Individuals that are neurodiverse are often extremely sensitive to acoustics and require an optimal environment to feel comfortable and reach their potential.

### 4. What is the WELL Building Standard?

The WELL Building Standard is a performance-based system for measuring, certifying, and monitoring features of the built environment that impact human health and well-being, through air, water, nourishment, light, fitness, comfort and mind.

### 5. What does WELL have to say about acoustics and neurodiversity

.From the very first iteration of the Standard, Acoustics has been a Concept (or Category) within the WELL Standard given the importance of acoustics on our health and well-being. WELL does not specifically call out neurodiversity, but rather acknowledges that providing a variety of space types for individuals will support those with neurodiversity to feel comfortable.

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### 1. 6. How does designing for neurodiversity affect other important considerations, like aesthetics and functionality?

It only improves the environment both visually and non-visually and should not be seen as a “trade-off” in terms of aesthetics and functionality. Best practice in offices in 2024 cater to neurodiversity. Until now, we have designed spaces for different uses (quiet, collaborative, focus) but there is a greater recognition to now design spaces for individuals instead (those that require darker areas, quiet areas, etc).