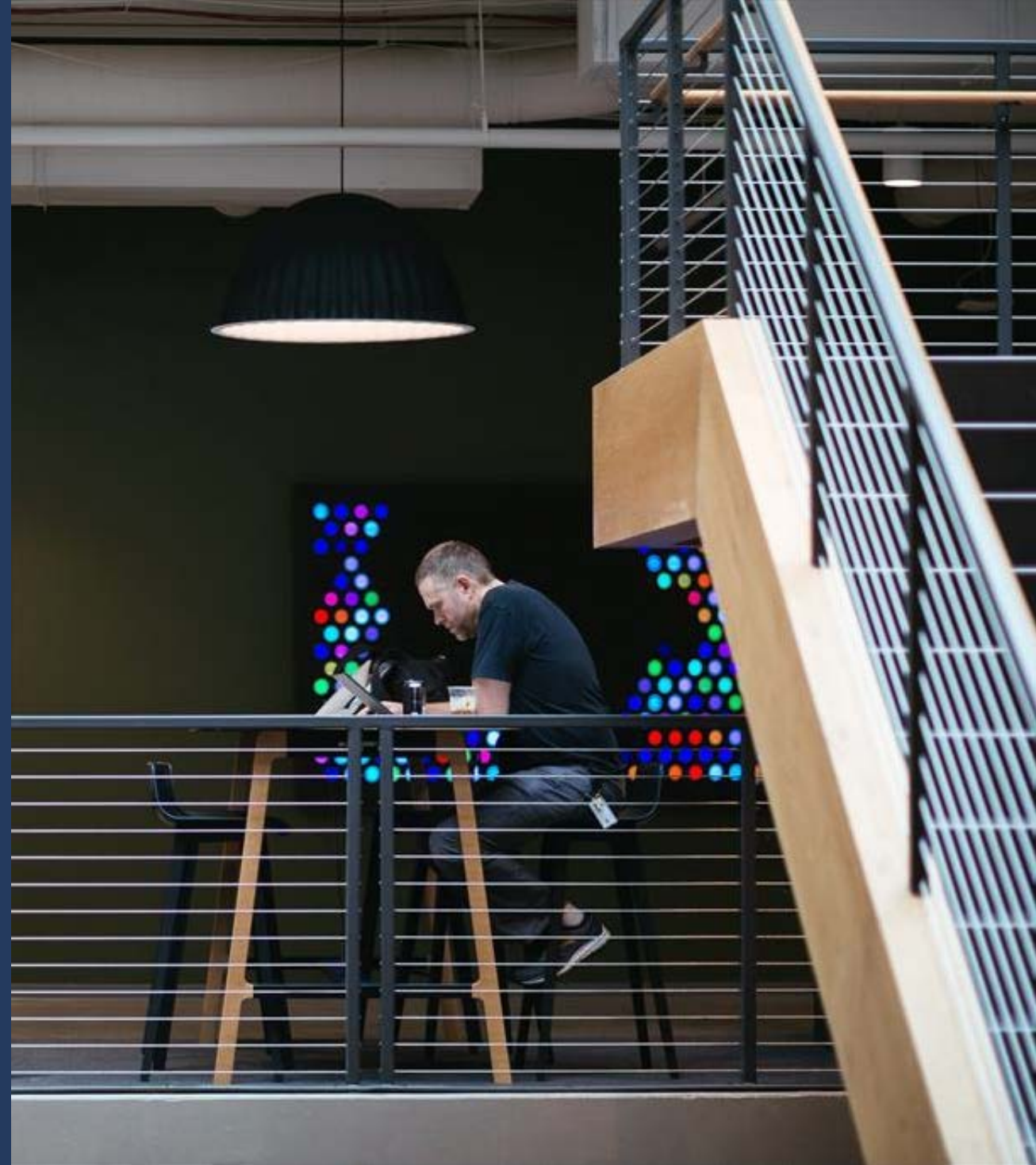
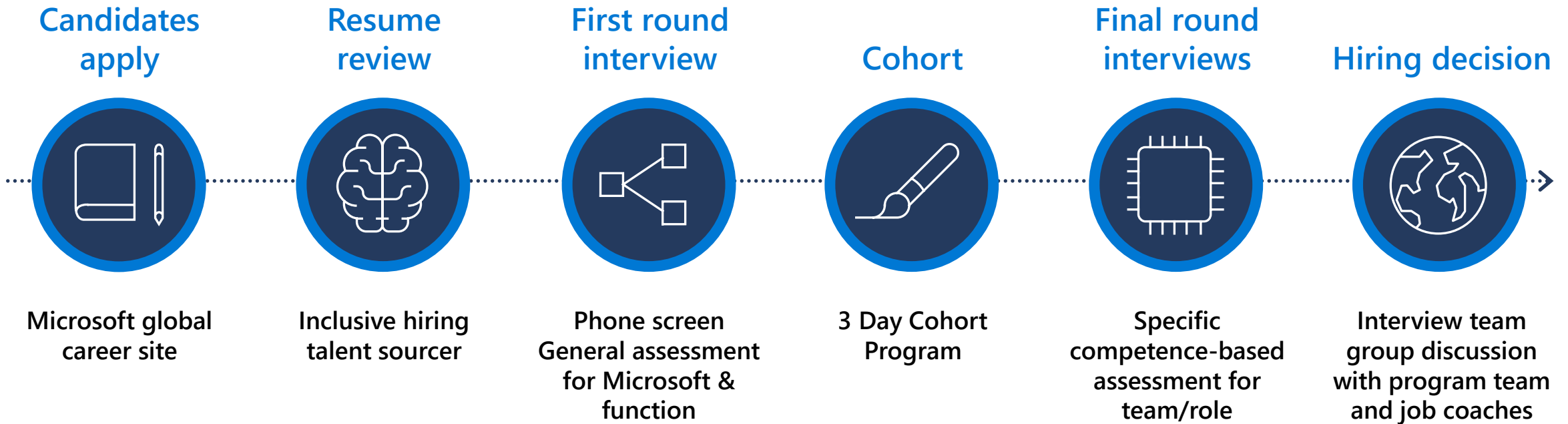




# Neurodiversity Hiring Program



# Candidate Application & Interview Process



# Hiring Event Overview

The purpose of Microsoft's Neurodiversity Hiring Program is solving the "front door" experience for Neurodivergent candidates by providing a different interview approach. The role type and expectations are the same as any other candidate.

Neurodiversity encompasses a wide range of cognitive differences, such as ADHD, autism, dyslexia, dyspraxia and dyscalculia.

<https://aka.ms/NeurodiversityHiring>  
[msnd@microsoft.com](mailto:msnd@microsoft.com)

2.3%

1 in 44  
Autistic [\[1\]](#)

80%

Unemployment  
rate

9.4%

1 in 10  
have ADHD [\[2\]](#)

---

## Four-day virtual cohort includes:

- Interview preparation (Core Competencies Review, Interview Training)
- Mock interviews & coaching
- Introduction to Microsoft Culture (Candidates meet with past program hires, members of the neurodiversity community)
- Informal introduction with hiring teams
- Group teambuilding activities & skill building

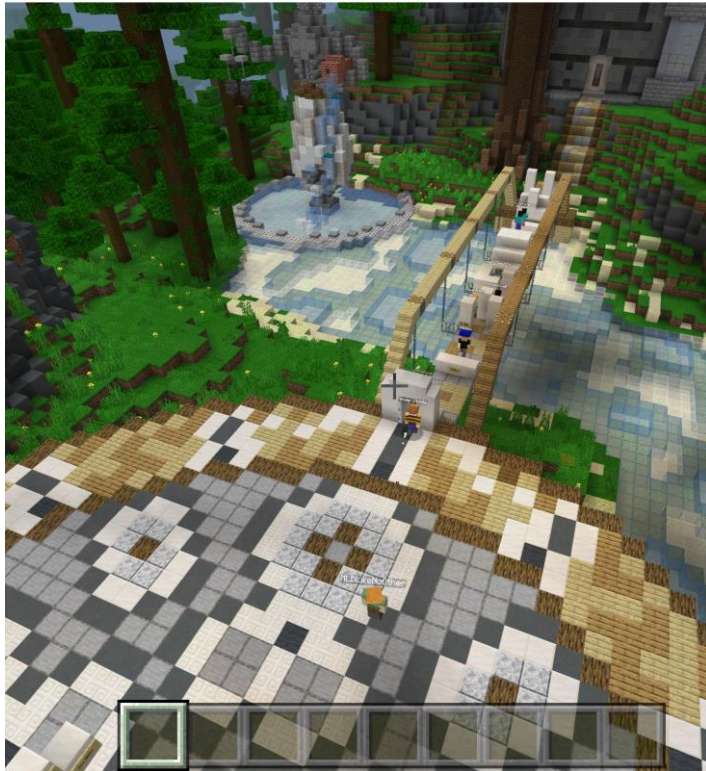
## Built in Accommodations:

- Neurodiversity training for interviewers
- Job coaches for 1/1 support & structured interview training
- Less interviews in a day, structured breaks, more time between interviews
- Interview times are extended by 15 minutes
- 1/1 interactive accommodation support

# Daily Schedule (4-day virtual program)

Pre-Day <i>Friday before cohort</i>	Monday	Tuesday	Wednesday	Thursday
Program Team Introductions	Program overview	A Day in the Life of a Microsoft Employee	Mock interview coaching	<b><i>Final Round Interviews</i></b>
Technical Troubleshooting	Group introductions	Interview Preparation/Core Competencies discussion	Minecraft Group Activity	<i>Interview #1</i>
Overview of Agenda for 4-day virtual program	<b><i>Meet the Interview Teams</i></b>	<b><i>Mock interviews</i></b>	1-Pager Presentations	<i>Interview #2</i>
Accommodations & Etiquette	Interview Preparation			<i>Interview #3</i>
	Minecraft Group Activity			Program Closing

# Minecraft Exercises (sample group activity)

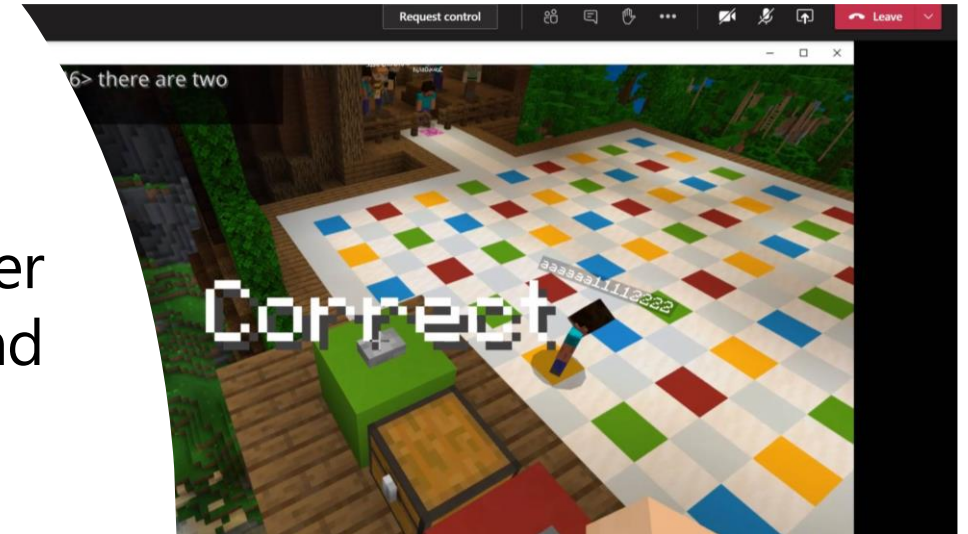


## Color Grid Challenge

The candidates work together by taking turns to try and find the correct path through a grid of colors.

## Candidate goals:

- Teamwork
- Problem solving
- Communication



# Changing the shape of the "front door"

*"How Microsoft Tapped the Autism Community for Talent"*

- Wall Street Journal

*"Microsoft Made a Genius Change to Its Hiring Process. (Amazon, Apple, and Google Should Learn From It)"*

- Inc.



“I wanted to reach out to thank you and the team at Microsoft for your time and care during the Neurodiversity Hiring Program. It was great to meet the team and all the candidates as well. I truly appreciate the effort you put in to make me feel comfortable and welcome throughout the week. Coming out of this experience, I've gained a better understanding of your company's culture, but also a greater understanding of my own skills through the unique workshops during the week. Microsoft's work environment, emphasizing teamwork and employee growth, is one that I see myself thriving in and I hope to be able to contribute to the team.”

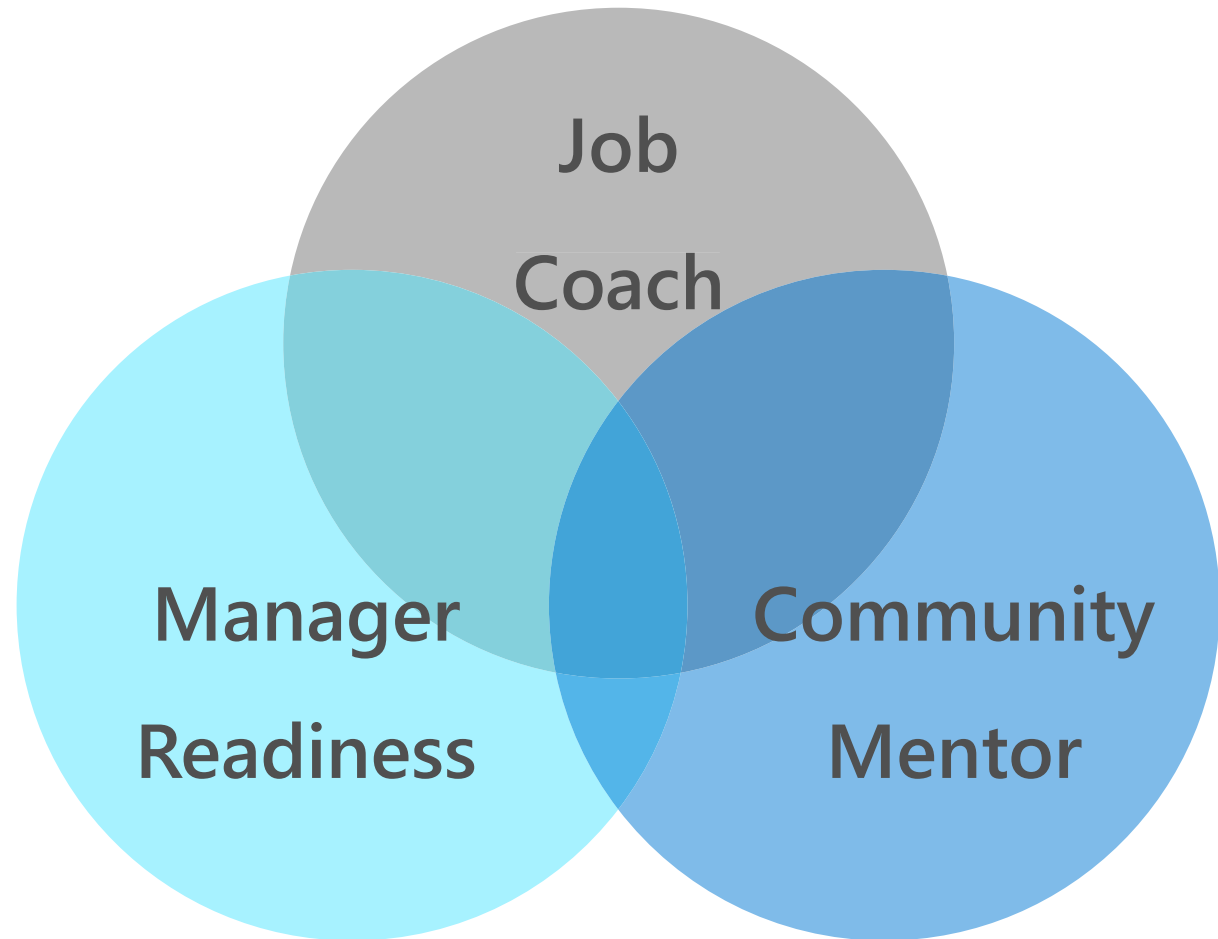
**Candidate** (September 2021 Cohort)

Sales/Solution Area Specialist

# Onboarding Support

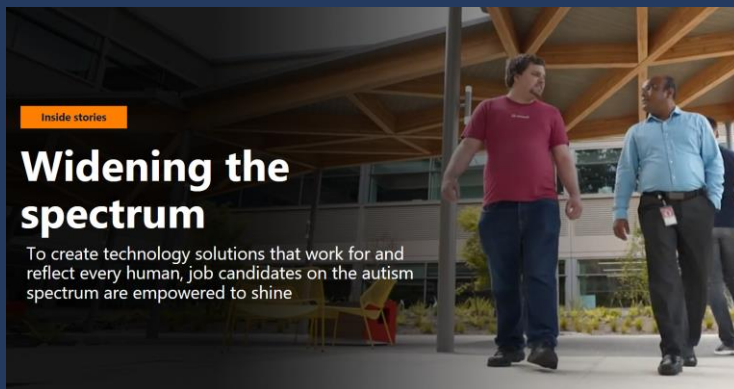
New Employee's Workplace Support Circle Includes:

- Manager and direct peer team receive Neurodiversity awareness training
- (3) months of job coaching support (more if requested)
- Mentor from the Neurodiversity community at Microsoft





# Articles & Employee Stories



- [How UW, Microsoft are pitching in to help job-hunters with autism](#)
- [The growing acceptance of autism in the workplace](#) (CBS Sunday Morning)
- Microsoft on the Issues: [Join us: Working together to help people with autism enter the workforce](#)
- [Unique Microsoft hiring program opens more doors to people with autism](#) (Kyle Schwaneke)
- [Understanding the Challenges Faced by Neurodiverse Software Engineering Employees: Towards a More Inclusive and Productive Technical Workforce.](#), Morris, M.R., Begel, A., and Wiedermann, B.
- KOMO news (local Puget Sound television station): [Microsoft hiring program recruits employees with autism](#)
- KIRO Radio (local Puget Sound radio network): : [Microsoft's unique hiring program gives disabled applicants a helping hand](#)
- Mary Ellen Smith's [blog post](#) announcing our pilot program



Thank you