

Understood.org 2026 Neurodiversity at Work Survey



For the third year, [Understood.org](https://www.understood.org) – in partnership with The Harris Poll – surveyed over **2,000 U.S. adults** to better understand neurodivergence in the workplace. The 2026 survey explores awareness, stigma, accommodations, and new insight into the growing role of AI at work.

Neurodiversity awareness is strong and accommodation requests are rising...

- 31% of adults **identify as neurodivergent**, with highest prevalence among Gen Z ages 18–29 (49%) and millennials ages 30–45 (42%).
- 69% of employees **believe their manager understands what neurodiversity is**.
- 1 in 3 adults (33%) **have asked an employer for an accommodation** (up from 24% in 2024). 56% of those who received accommodations say it **improved their work experience**.

...but employer education and guidance haven't kept pace.

- 85% of adults say employers **need better education on accommodations** for neurodivergent employees.
- 70% of neurodivergent employees have **no idea what accommodations they're entitled to** ([up from 60% in 2024](#)). And 60% **don't know who to talk to** about requesting them (up from 49% in 2024).

Stigma continues to shape workplace experience and disclosure...

- 67% of neurotypical adults say there's **stigma around asking for workplace accommodations**. This jumps to 79% for neurodivergent adults.
- 72% of neurodivergent employees **feel pressure to "mask"** or conform to neurotypical behaviors at work due to stigma.

...and may also limit career choices and mobility...

- 78% of adults acknowledge that **traditional/standard hiring practices** are more likely to affect job seekers who are neurodivergent.
- 70% of neurodivergent employees worry that **disclosing their neurodivergence** would have a negative impact on them in the workplace (up from 59% in 2024).

...especially for neurodivergent women, who face unique barriers.

- 68% are **afraid to leave their job** due to fear of not finding another that will support them (vs. 37% of neurotypical women).
- 75% feel **pressure to mask at work** (vs. 69% of neurodivergent men).
- 22% of employed neurodivergent women who **requested accommodations report being denied** (vs. 7% of employed neurotypical women).

AI is empowering neurodivergent employees...

- 78% report using AI tools (vs. 59% of neurotypical employees). And 66% of neurodivergent adults say **AI helps level the playing field** for people who learn and think differently.
- 56% say that the availability of AI tools makes them feel more confident about **applying for high-level roles** they previously avoided due to administrative or organizational requirements (vs. 45% of neurotypical employees).
- 24% are choosing or changing their career path based on the ability to **leverage AI to bypass workplace challenges** like administrative tasks (vs. 10% of neurotypical employees).

...and is reshaping disclosure and hiring dynamics.

- 57% of neurodivergent employees would be more likely to disclose their neurodivergence if their employer provided **specialized AI tools** (e.g., “co-pilots,” AI assistants) as a standard accommodation.
- 56% of neurodivergent adults (vs. 46% of neurotypical adults) would feel more fairly judged by an **AI tool or agent analyzing their skills in a job interview** than by a human recruiter who might misinterpret their body language or social cues.

Building neuroinclusive workplaces is critical to the future of work.

As neurodiversity becomes more visible in the workplace, organizations must take steps to reduce barriers, improve clarity around accommodations, and create more supportive environments so all employees can truly thrive.

Visit understood.org/work for more resources about building a stronger, more equitable workplace.



Methodology: This survey was conducted online within the United States by The Harris Poll on behalf of Understood.org from March 19–23, 2026, among 2,073 U.S. adults ages 18+, of whom 614 identify as being neurodivergent. The sampling precision of Harris online polls is measured by using a Bayesian credible interval. For this study, the full sample data is accurate to within +/- 2.5 percentage points using a 95% confidence level.

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