

Survey Outcomes

Neurodiversity in the Creative Industries Survey (2024)



During the summer of 2024, **Unquiet Media** conducted a survey with neurodivergent individuals working in the creative industries. The objective was to better understand their experiences, provide useful insights into how this experience could be improved, and understand how these experiences related to others across the industry.

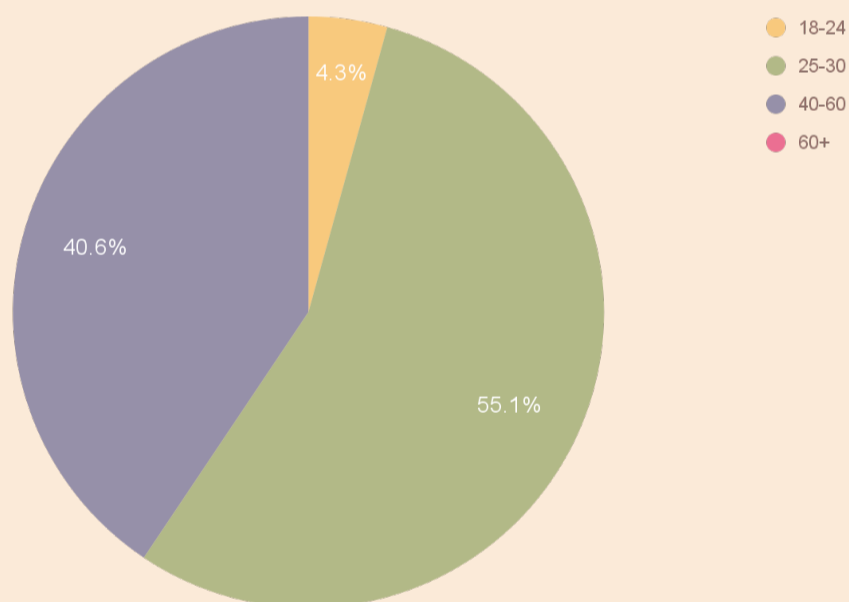
The survey was distributed via our network and those of our neurodivergent consultants, as well as across social media communities.

We received valid responses from 69 participants. While we acknowledge that this is a relatively small sample size, we have found that the findings broadly reflect the experiences of the many neurodivergent individuals we have met across our wider **Exceptional Minds** research, and support and validate the recommendations made to industry in our resources.

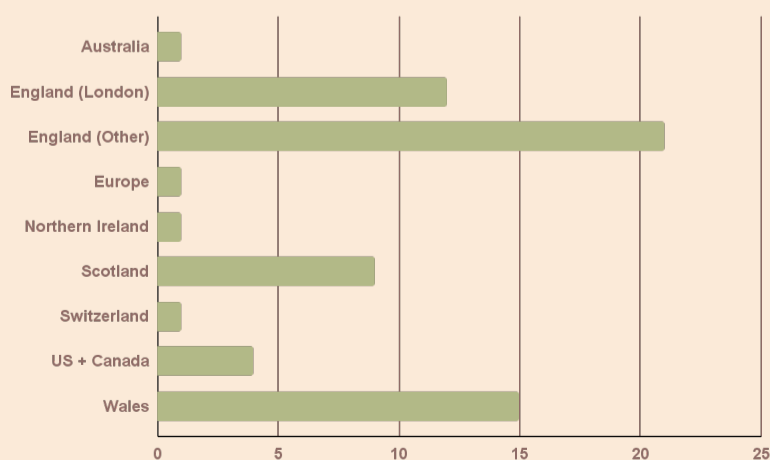
Below are key highlights of the survey responses, which are also shared throughout our toolkit.

Key Demographics

Which age bracket do you fall into?



Where are you based?

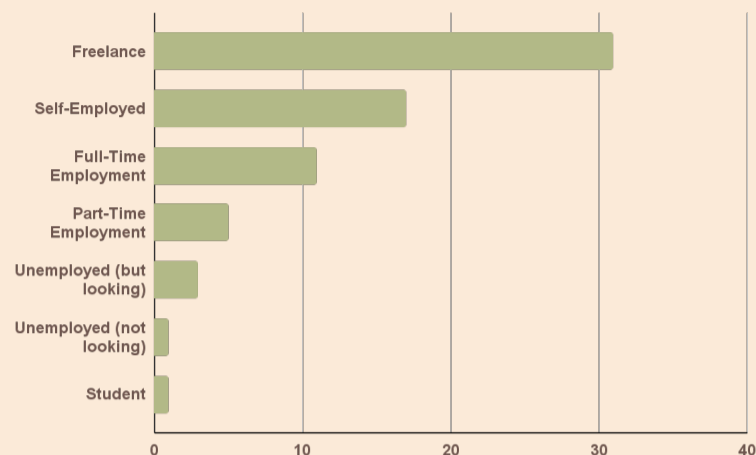


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How would you describe your work status?



Which sector do you work in (or have previously worked in)?

Film	49.2%
TV	84.1%
Animation	5.8%
Games	1.5%
Music	4.3%
Publishing	5.8%
Commercial	13%
Theatre	7.2%
Arts	1.5%
Comms/Digital	4.3%
Public Sector	4.3%

*note: the responses exceed 100% as many participants work across multiple different creative sectors, as is common in the industry.

Neurodivergence

Which named conditions do you associate with (diagnosed or self-identify)?

ADHD	60.9%
Autism/Asperger's/ASD	58%
Dyscalculia	5.8%
Dyslexia	24.6%
Dyspraxia	18.8%
OCD	10.1%
Tourette's Syndrome	1.4%

Bipolar	2.9%
Irlen Syndrome	2.9%
Ataxia	1.4%
Emotionally Unstable Personality Disorder (EUPD)	1.4%
Functional Neurological Disorder	1.4%
Other	1.4%

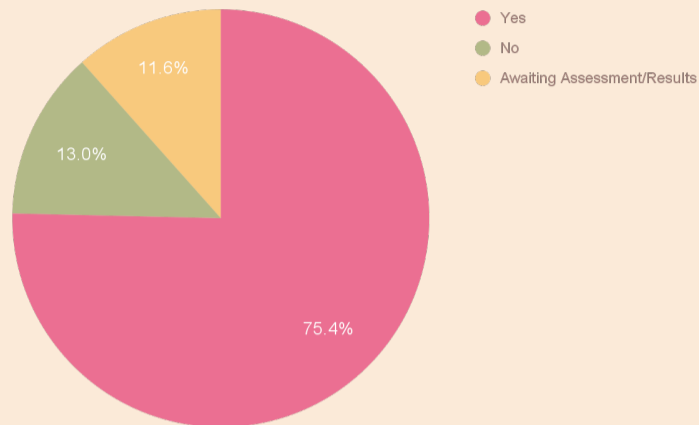
*note: the responses exceed 100% as some neurodivergent individuals associate with more than one condition.

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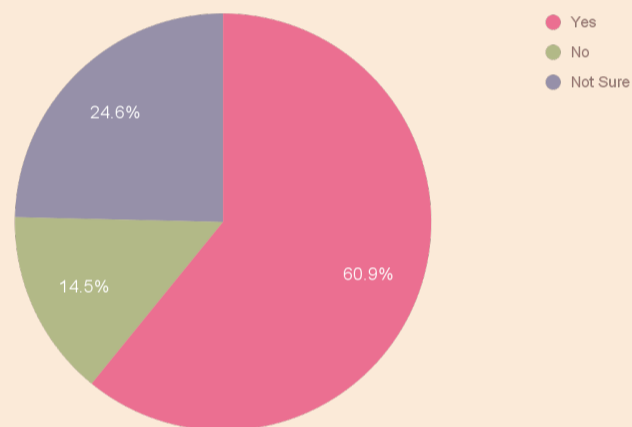
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Have you received a formal diagnosis?



Do you consider your neurodivergence a disability?

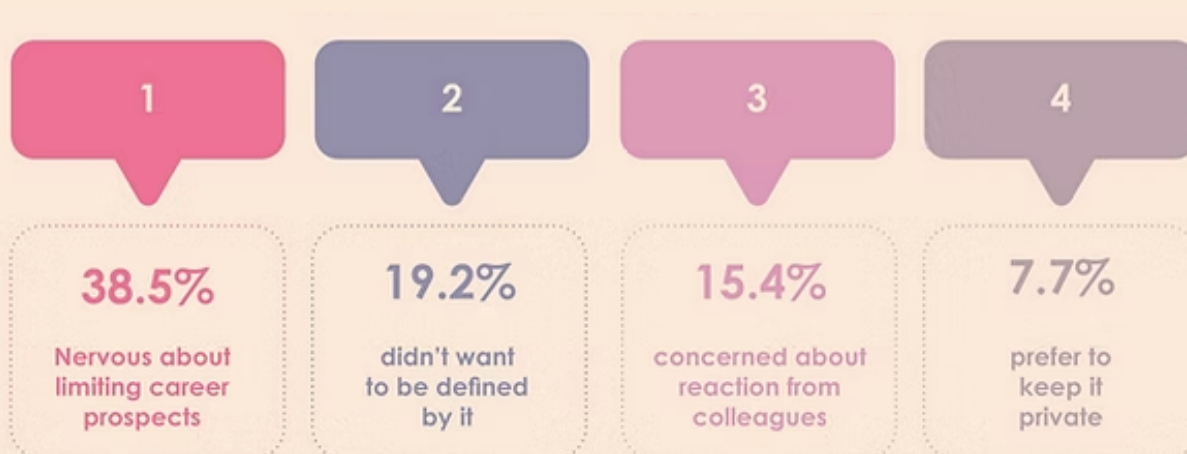


Disclosure

Have you disclosed your neurodivergence at work?



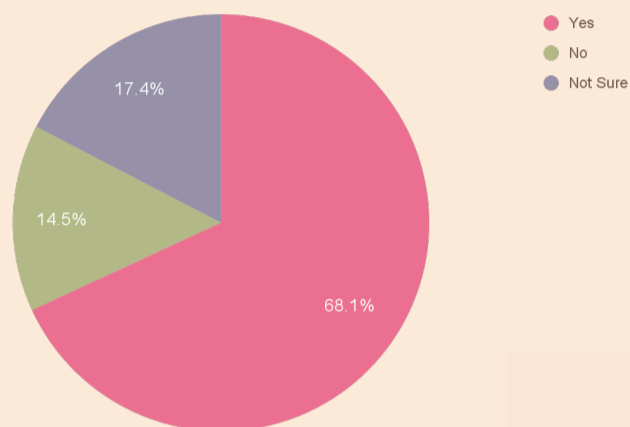
Top reasons for not disclosing neurodivergence



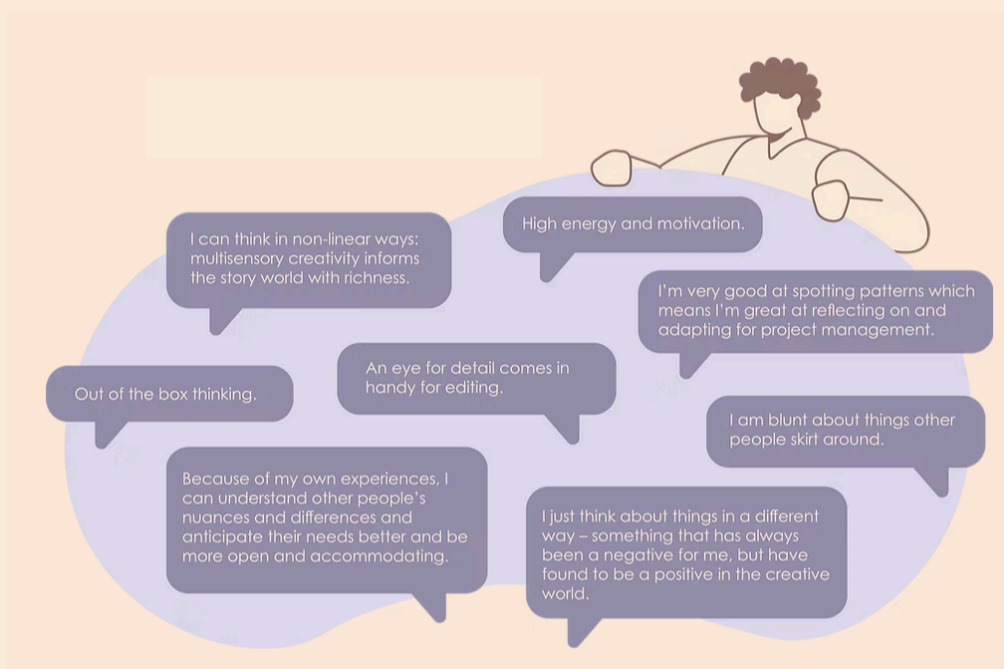
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Neurodivergence in the Workplace

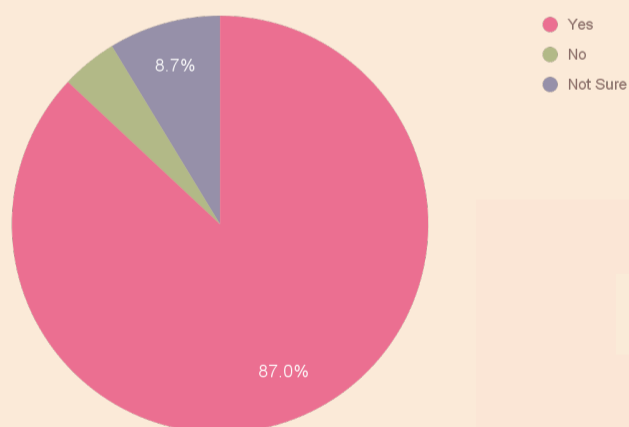
Has your neurodivergence ever benefitted your role?



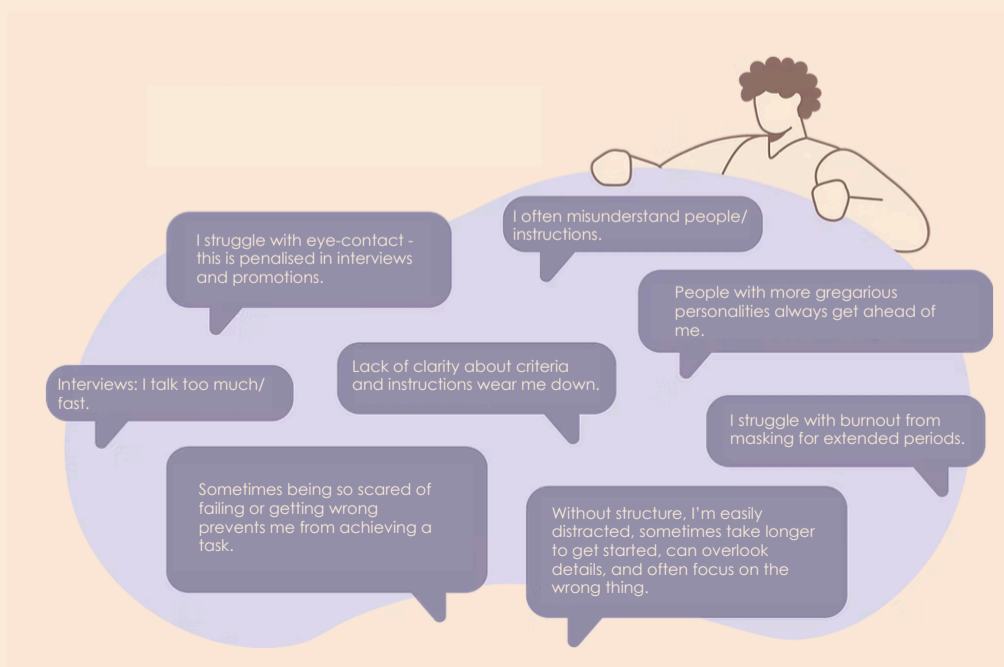
If **Yes**, can you give an example of how your neurodivergence has benefitted your role? (Highlights)



Has your neurodivergence ever caused challenges for you at work, or during recruitment processes?



If **Yes**, can you describe these challenges? (Highlights)



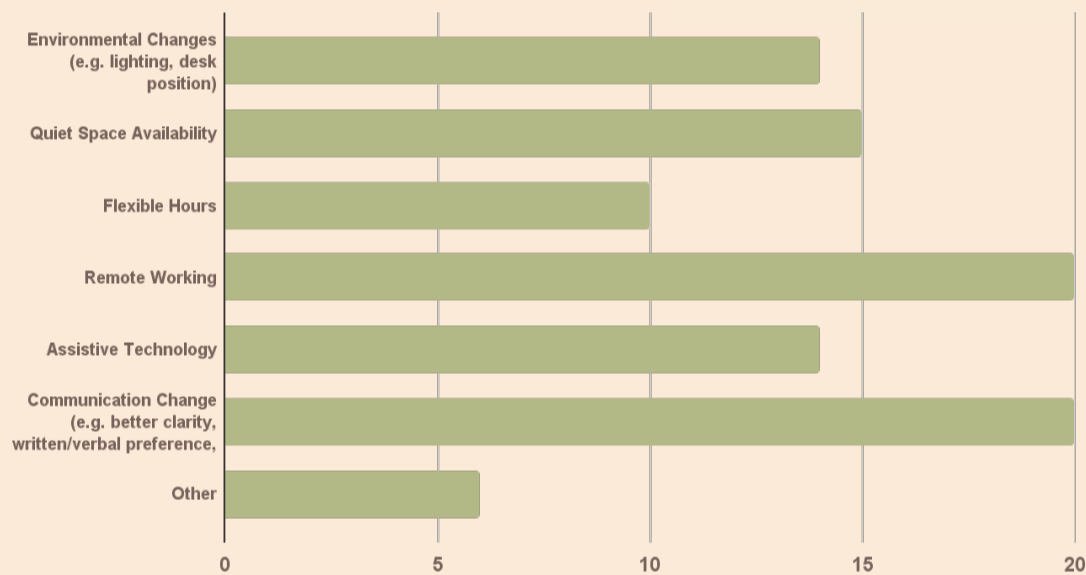
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Reasonable Adjustments

Have you ever asked for Reasonable Adjustments to be made at work?



If **Yes**, what kind of Reasonable Adjustments:



Final Thoughts

What one change in the Creative Industries would improve your working experiences as a neurodivergent person?



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Notes on Survey

- Certain conditions (ADHD, Autism) and sectors (TV, film) were overrepresented. For further insight, we would seek in future studies greater diversity in our participants by assessing our distribution channels and targeted less represented groups.
- It was (correctly) flagged to us after the survey that a lot of the questions were quite employment-orientated, and not necessarily particularly well catered for those who are self-employed. Further studies would open up these questions.
- We'd like to perform further statistical analysis to determine any correlations between particular sectors, conditions, and particular positive/negative experiences (e.g. do autistic people generally have worse experiences of disclosure in the creative industries? Is the Film sector generally better at implementing reasonable adjustments than Commercial?)