Masking

Let’s talk about it

Masking is when neurodivergent people hide their natural traits to fit in. It's often a constant performance to meet social expectations. It's like wearing a mask to hide things like stimming or social anxiety. Here are a few reasons why it's a challenge:

- It's incredibly draining to do this all day
- It'll often lead to burnout and exhaustion
- It's hard for others to see when someone's struggling
- It stops people from being their true selves

You can help to create a more inclusive space where everyone feels safe enough to take their mask off, whether they choose to or not:

- Don't judge habits like avoiding eye contact or fidgeting
- Focus on work quality rather than how someone is socialising when assessing their performance
- Make it okay for everyone to talk about their needs
- Respect that everyone has different ways of working

Useful links

- National Autistic Society: Masking
- Dropping the mask takes two