

Sensei

Employee Adjustments



In the context of neurodiverse team members, Sensei is pleased to offer items for consideration for team members, their manager and any relevant office managers.



Flexible hours

E.g. be open to starting early, finishing late, additional breaks during the day.

Sensei has a very flexible approach to working conditions, including the right to work from home on a regular basis, start late, finish early, and work within the timeframes that allow the greatest possible work/life balance and comfort level/s for all team members.



Sensory considerations

Noise: seating in a quiet area of the office away from thoroughfare traffic/break out areas and noise cancelling head-phones, access to a quiet room is ideal.

Lighting: being seated in a dimmer area of the office beside a window with blinds to control the level of light coming in, not being seated under fluorescent if at all possible, use of tinted glasses.

Smell: not being seated near a kitchen, no spraying of air fresheners, discourage team from using strong perfumes

Sensei office spaces are set-up with maximum comfort of team members in mind. However, all such spaces will have various points of improvement. Please speak with your manager or the GM of Operations if you have any specific concerns in this space.



Written or visual communication

As a business, Sensei has a diverse range of communication styles which accommodate for more visual learners, as opposed to those who respond more via personal interaction (this can be seen through our use of instructional videos, PowerPoint presentations, more automated processes such as what we have established in ELMO in the PDP process, etc.).

If there's more we can do in this space, Sensei would be keen to have a chat about it. Please raise any points of concerns or questions with our Diversity and Inclusion Committee.



Clear and concise information - Including clarity of role and expectations

Sensei's most recent Employee Net Promotor Score (eNPS) results indicate strong results in this space.

Over 94% of team members agree or strongly agree 'My manager communicates well with me, giving me clear feedback on my work and performance'. Over 90% of people agree or strongly agree 'I understand how my performance is measured'.

With that said, we may not always get it right, and there is always some room for improvement from the different leaders we have, and/or the different ways we provide feedback as an organisation more collectively. Please speak directly with your manager if you have any concerns or points of feedback.



Regular opportunities for feedback, providing sensitive but direct feedback for reassurance and confidence building

Sensei has a robust PDP process, which has recently added quarterly check-ins to ensure a team member remains 'on track'.

If and when a Sensei team member identifies as neurodiverse, the People and Culture Business Partner would ensure their manager worked with this team member to determine what works best for them, from a check-in, communications, and feedback perspective.



Providing structure

A gain, looking at the most recently available eNPS data available, Sensei appears to have the appropriate level of structure, without drowning the organisation in unnecessary bureaucracy.

Over 92% of team members agree or strongly agree 'Sensei's goals / strategy is clear and I am invested in them', which indicates strong alignment to our structural framework.



Ongoing support - such as a buddy system

While the 'buddy system' is essential to our general approach to Onboarding, similar to 'Regular opportunities for feedback' (above), when Sensei onboards a neurodiverse team member, we could work with them to ensure they feel the appropriate level of support, including the use of a buddy when/if they feel comfortable with that concept.