

Neurodiversity Combined Screening Assessments and Triage Screening Services



What is a Screening Assessment?

A neurodiversity screening assessment is an evaluation used to identify whether someone may have traits associated with neurodifferences, such as autism, ADHD, dyslexia, developmental coordination disorder (DCD/also known as dyspraxia), and dyscalculia.

A screening assessment:

- Is a preliminary check, not a formal diagnosis.
- States whether someone has traits associated with specific neurodivergences.
- Usually involves questionnaires and checklists.
- Helps flag whether a person might benefit from a full diagnostic assessment.

It does not:

- Provide a clinical diagnosis.



At Microlink we offer two key screening services which include our **combined screening assessment** and **triage screening services**.

Microlink's Combined Neurodiversity Screening Assessment



A **combined neurodiversity screening assessment** is a single, integrated screening process that looks for multiple neurodivergent profiles at once, rather than assessing just one neurodifference, like ADHD in isolation. A combined assessment:

- Uses one structured approach to screen for a range of neurodivergent traits.
- Recognises that neurodivergent profiles can often overlap or co-occur, e.g. someone may have traits of both ADHD and dyslexia.

A **combined screening assessment** assesses across several domains, for example:

- Attention and executive functioning
- Social communication
- Learning and information processing
- Motor coordination
- Sensory processing
- Memory and cognition

At **Microlink**, combined screening assessments are delivered by **psychologists**, and they will assess traits associated with ADHD, autism, dyslexia, developmental coordination disorder (DCD)/also known as dyspraxia), and dyscalculia.

How is it delivered?

A combined screening assessment involves:

- Standardised questionnaires covering multiple neurodifferences.
- Self-reported data, for example, personal, professional and educational history at a high level.
- A semi-structured interview and cognitive tools which map strengths and challenges.

What the outlook looks like

Rather than giving a single outcome, a combined screening typically produces a comprehensive report detailing:

- Indications of possible traits aligned to neurodifferences.
- A summary of strengths and challenges.
- Practical recommendations and signposting resources to support people on their journeys.





Benefits for employees

- **More accurate understanding of overlapping traits:** Identifies overlapping traits (e.g. ADHD, autism, dyslexia), giving a fuller picture of strengths and challenges.
- **Better, more personalised support:** We provide tailored support and signposting to help individuals on their journey.
- **Faster access to help:** One combined process reduces delays, duplication, and assessment fatigue.
- **Improved experience and wellbeing:** A more holistic approach which may reduce feelings of frustration from repeat assessments.
- **Strength's recognition:** Highlights cognitive strengths as well as challenges, supporting confidence and career development.

Benefits for employers

- **Greater efficiency and lower cost:** One integrated assessment reduces multiple referrals and administrative burden.
- **Faster decision-making:** Streamlined process allows quicker implementation of support.
- **Better workforce insight:** Aggregated data helps identify common barriers and informs inclusive design.
- **Reduced risk and improved retention:** Stronger compliance with equality obligations and better support reduces attrition and grievances.



Microlink's Triage Screening Service

A neurodiversity triage screening service evaluates an individual's cognitive, behavioural, and workplace challenges and provides a short summary of:

- Whether neurodivergent traits may be present
- What type of support is most appropriate (e.g., workplace assessment, coaching, or a further screening assessment)

It acts as a **filter and decision-making step**, ensuring people get the **right support**.
Who is this service suitable for?

The triage service may be suitable for:



Neurodivergent employees: Some individuals may not know what support they require e.g. a workplace assessment or coaching and could benefit from our triage service as a psychologist can assess what might be most suitable for individuals by considering their challenges and current adjustments. The psychologist will then recommend the appropriate service which may benefit the employee, e.g. an employee may have adjustments in place but still experiencing challenges and could benefit from accessing coaching.



Employees who suspect they are neurodivergent: Employees may be experiencing challenges in the workplace and have not yet received a formal diagnosis and might be unsure of the support and services which could benefit them.



Employees who are experiencing challenges but may not identify as neurodivergent: Some employees may not identify as neurodivergent but may still be experiencing challenges within their role. The triage service will allow them to understand what services and support could benefit them in the workplace to manage their areas of challenge.

Key Benefits

For employees:

- Faster access to support
- Reduced stress and uncertainty
- Clear guidance on next steps
- Early validation of challenges and strengths

• For employers:

- Efficient allocation of resources (right support first time)
- Reduced demand on full diagnostic pathways
- Faster implementation of adjustments
- Retention of talent by establishing proactive support during recruitment and onboarding
- Saving time and financial investment

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