The EASE Canvas

Your guide to creating a neuro-inclusive environment.

Challenge to be addressed:

What is your desitred outcome? What are you hoping to achieve?

Externalise

In what ways do the related tasks and activities rely on memory or internal processes?

- *What do people have to remember?*
- *What information isn't visible?*
- *Where do people have to "keep track" of things in their head (eg time or steps)?*

How can we make these tasks and activities more visible?

- *What can be written down, listed, or put in a visible place?*
- *What needs a clear "home" so it's easy to find?*
- *Where can alerts, alarms or reminders help?*

Anchor

How could this task be creating dysregulation or stress?

- *Are there parts of the task that are unclear?*
- *What could create stress, hesitation, or second-guessing?*
- *How might the environment be distracting or stressful?*

How can we reduce stress and dysregulation?

Changes we can make to the task or activity:

- *Reduce ambiguity*
- *Reduce pressure*
- *Increase control or support*

Changes we can make to the environment:

- *Noise, temperature, lighting etc*
- *Change location*
- *Flexibility in how/where work*

Simplify

Where is it more complex than necessary?

- *How many steps are involved? Could this be fewer?*
- *Are there too many tools, systems, or decision points?*
- *Is the process clear, or does it require figuring things out?*
- *Where might people get stuck or overwhelmed?*

How can we simplify it?

- *What steps can be removed, combined, or streamlined?*
- *Can we reduce the number of choices?*
- *Can we create a clearer, repeatable or automated process?*
- *Are the instructions clear?*

Energise

Where is the task lacking energy?

- *Standing/sitting for long periods of time*
- *Lack of incentives*
- *No urgency?*
- *Lack of inspiration/passion?*

Time Sensitivity

- *Add mini deadlines*
- *Use timers*

Competition and rewards

- *Celebration for small tasks*
- *Incentives*

Add physical movement

- *Walking meetings*
- *Activity in the office/meetings*
- *Adding momentum*

Novelty

- *New equipment*
- *New ideas*
- *New locations*

Incorporate passions

- *Utilise strengths*
- *Themes*