

brain in hand

The Impact of Brain in Hand: Workplace

This Brain in Hand report presents the impact of the Brain in Hand digital coaching platform for people in the workplace between October 2025 and March 2026, based on a **sample of 272 users**.

With a focus on **performance and wellbeing**, it brings together impact data and a theory of change to show how support for mental health, self-awareness and organisation helps people meet the demands of the workplace. The report also highlights how timely, personalised support in moments that matter can enable employees to **stay engaged, progress in their career and achieve their potential**.

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May 2026

Prepared by: Brain in Hand Research Team



Executive Summary

Brain in Hand (BiH) combines structured digital support tools with personalised human guidance to help employees stay organised, manage challenges, and perform more consistently at work. This report presents evidence that BiH delivers measurable benefits — particularly for neurodivergent employees and those managing anxiety or executive function challenges. Across employees who needed support, most reported that BiH helped them feel more confident and organised, leading to reductions in mental health crisis events, better workplace performance, fewer days off, and a greater likelihood of remaining in role.

A key part of how BiH works is through improving self-awareness and early recognition of difficulties. Many neurodivergent employees described struggling to notice when stress or overwhelm were building until they reached crisis point. Through regular check-ins, personalised strategies and coaching conversations, BiH helps employees recognise challenges earlier and respond more effectively — supporting more stable and sustainable participation in work over time.

The three elements of the BiH service — the app, coaching and on-demand support — each contribute something distinct, but it is their combination that makes the difference:

- The app provides structure, prompts and personalised strategies to support day-to-day functioning at work.
- Coaching helps employees deepen self-understanding, while building confidence and practical workplace skills.
- On-demand support provides immediate human help during difficult moments.

Employees also reported meaningful improvements in the skills that underpin workplace success — including organisation, decision-making, and communication with colleagues and managers. Together, these improvements contribute to reduced absence, improved retention and more sustainable workplace performance over time.

For employers, the case is clear — investment in structured, personalised support for neurodivergent employees delivers returns that are visible, measurable and sustained over time.

6 ways Brain in Hand helps employees to achieve more in the workplace



68% say they feel more likely to stay in their role as a result of having BiH



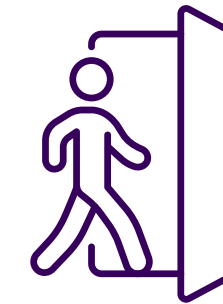
65% say that BiH has helped them feel more organised



69% say BiH has had an impact on reducing mental health crises



69% say they feel that they are performing better in their role



57% say they are having fewer days off work



70% say BiH helps them feel more confident in their role

Percentages are calculated from the number of users who stated they needed BiH to support them within the given area, as not all respondents needed support in all these areas.

Contents

Workplace Data - Survey Details	01
Workplace Data - Sample and Approach	03
Theory of change: How Brain in Hand Makes a Difference at Work	05
Work performance and confidence	07
Attendance, retention and motivation	09
Workplace skills: organised, making decisions and participating in social interactions	11
The financial cost savings for employers	13
Mental Health and Wellbeing	15
Self-reflection and self-awareness	23
User Insight: Sarah	25
User Insight: Alex	27
Conclusions and Implications	29
Annex	31





Workplace Data - Survey Details

Every quarter since February 2024, the Brain in Hand (BiH) research team has collected feedback from users to better understand how BiH supports people in employment. **This report presents findings from 272 employees who responded between October 2025 and April 2026**, one year on from our [May 2025 Impact report](#) showcasing how BiH supports people in the workplace to achieve more.

Updated in October 2025, the survey now explores where employees feel they need support, how BiH helps them in these areas, and the impact this has on workplace outcomes. The reporting period also reflects several improvements to the BiH service, including expanded solution packs, improved calendar navigation, and enhanced check-in functionality (Box 2).

Box 1. The components of Brain in Hand

Tool	Description
Calendar	Users can build a schedule with personalised events, problems, and effective solutions.
Solution packs	Access to a range of possible solutions relating to a wide range of day-to-day challenges. Brain in Hand users can also create their own solution packs tailored to their own experiences.
5-point check in scale	App check-ins that allow users to reflect on their mood and notice unmet needs. Option to add notes, and tags for self-reflection.
Individualised coaching	Personalised coaching sessions underpinned by a strengths based, solution focused approach that enables users to move towards their goals. Users develop unique strategies for real-world impact.
On-demand support	Access to on-demand human, solution-focused support accessible 24/7 via phone or SMS for difficult moments.
Live events and webinars	Access to asynchronous information and support to facilitate engagement and value for users.

Workplace Data - Sample and Approach

Employee sample

Of the 272 employed respondents:

- 40% (108/272) reported having a mental health difficulty.
- Most identified as autistic and/or having ADHD (86%; 235/272).
- Of the neurodivergent group, 54% identified as both autistic and ADHD (AuDHD), 36% as autistic only, and 10% as ADHD only.
- Most respondents identified as female (65%), while 24% identified as male.
- The average age was 35, with the largest age group being 21–30 years old (27%; 73/270).

Survey approach

Only 7% (18/253) of respondents reported that BiH was not helpful for them. This group was included in the outcome analysis as reporting no impact, and were also asked additional questions to better understand where support could be improved. Full details of the calculations are provided in the annex.

Survey questions were not mandatory, meaning denominators vary slightly across outcome measures due to non-response or dropout. The main report focuses on headline outcome percentages, with full response breakdowns included in the annex.

Qualitative insights

Alongside outcome metrics, the report includes qualitative insights to illustrate how BiH supports employees in practice. Historical survey responses since April 2025 are also drawn upon to provide a broader range of employee experiences and examples.

All user quotes are presented with the survey date and, where known, the user’s diagnosis and age. Insights from two in-depth interviews with employed BiH users conducted in 2025 are also included throughout the report.

Box 2. Improvements to the Brain in Hand app

Month/Year	Change to the service	Description
	Custom solution packs	Users can create their own solution packs
Sept 2025	Re-using solutions across solution packs	Users can re-use ready-made solutions or solutions they created themselves in multiple packs
Oct 2025	Increased check-in tags to provide more context	Greater selection of tags in the check-in tool
Nov 2025	5-point check-in scale	A shift from a 3-point traffic light to a 5-point scale that will provide nuance to check-ins
Dec 2025	Solutions library	A new section in the app where users can browse and search all solution packs and individual solutions
Jan 2026	Improved calendar navigation	Users can easily scroll through the week
March 2026	Webinars and live events surfaced in app	Users can access information at any time, to support engagement and gain value

When struggling with a task at work, this user adopted a custom solution pack to prompt themselves to take a break and practise breathing before returning to the task — and when a panic attack struck whilst driving to a work visit, the on demand support service talked them through it in real time.

"Used solution packs when struggling with a task to remind me to take a break, practice breathing and then come back to the task. Also used on demand support 2 weeks ago when panicking whilst driving to a visit (pulled over first). They helped talk me through the panic attack and work out what to do next."

[Employee with anxiety and self-identified as ADHD, aged 39; November 2025 survey]

Theory of change

How Brain in Hand makes a difference at work

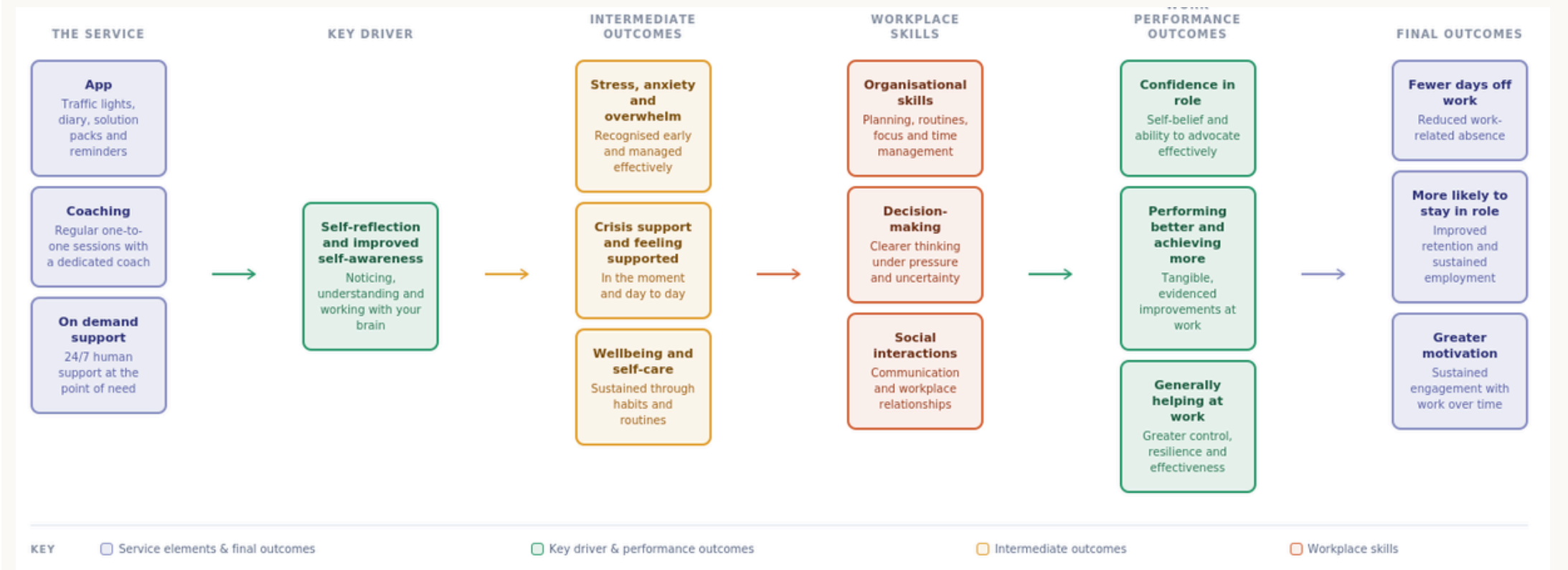
BiH is built on a simple but powerful insight: for many neurodivergent people, the gap between what they are capable of and what they are able to do consistently at work is not about ability, but about the support structures around them. Stress, overwhelm, difficulty organising, social demands and low confidence can all interfere with performance, attendance and progression. With the right support, these challenges can be recognised earlier, managed more effectively and prevented from escalating. BiH provides that support through three integrated elements — the app, coaching and on-demand human support — each contributing something distinct, and together creating an impact that no single element could achieve alone.

The mechanism begins with self-reflection. Regular check-ins, coaching conversations and the act of recording experiences over time help employees notice what is happening for them, understand their own patterns and develop personalised strategies that work in practice. This matters because without the capacity to notice, people cannot regulate; without self-knowledge, support remains generic; and without awareness of patterns over time, change remains reactive rather than proactive. Self-reflection is therefore not just another outcome — it is the foundation that enables people to anticipate difficulties, respond earlier and build confidence in managing work day to day.

From this foundation, BiH supports employees to manage stress, anxiety and overwhelm, sustain wellbeing and self-care, and develop the practical skills that underpin workplace performance. These include organisation, decision-making, communication and social interaction. Over time, these changes help people recover more quickly from setbacks, participate more consistently at work and maintain a more stable relationship with employment. The result is a pathway from better self-awareness and timely support to outcomes that matter to employers: improved performance, greater confidence, fewer days off and increased likelihood of staying in role.

BiH does not change what people are capable of — it changes what they are able to do with what they already have.

Box 3. Brain in Hand theory of change for employees



When a difficult moment at work left this individual feeling insecure, BiH gave her a simple way to process her emotions in real time and reconnect with her own strengths. What could have spiralled into days of low mood was stopped immediately, protecting her work output and her sense of self.

"I had a wobble at work where I felt insecure and undermined. I pressed "things are hard" and went through the prompts to fill in a short diary entry to explain how I felt. I appreciate the prompt words to explain the feelings you feel in that moment. Sometimes even explaining that can be hard for me, so I love that it's a simple thing to tap a few words. Then I read my own solution pack prepared previously, to remind myself of my strengths and saboteurs. I also read my solution pack that gave me question prompts to ask myself when I am feeling negative or overwhelmed. They helped to ground me and centre me in the moment, and I calmed down greatly and felt less overwhelmed. I also appreciated re-reading what I'm good at, and that even though in the moment I felt insecure, I could assure myself that this wasn't going to happen every day, because I am good at what I do, and there is proof of it. Without BiH I would have wallowed in the negative feelings and it would have most certainly took me on a downward spiral that would have affected my work output, my work relationships, and my feelings about myself. It would have possibly even lasted days! With BiH, the spiral was cut short right at the beginning and I felt better immediately."

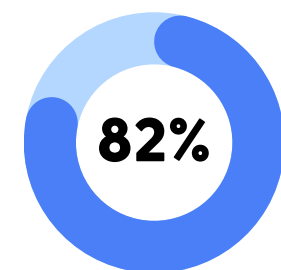
[AuDHD employee aged 38, February 2026 survey]

Work performance and confidence

At the heart of what BiH makes possible at work is a shift in how people see themselves in their role. For many neurodivergent employees, workplace confidence is not simply about believing in their ability — it is about having the stability, self-awareness and support needed to use that ability consistently, even when work becomes difficult. Employees describe how coaching and personalised strategies helped them better understand their needs, communicate more confidently and advocate for themselves more effectively. In turn, this enabled them to engage more fully with their work, communicate more openly with colleagues and managers, and feel less derailed by everyday workplace challenges.

The impact on day-to-day performance is both practical and well evidenced across employee accounts. People describe recovering more quickly from difficult moments that would previously have affected their productivity for hours or days, handling changes to routine more effectively, and managing workload more consistently. Managers also noticed improvements in communication, reliability and workplace engagement. Together, these findings suggest that for many employees the gap between capability and workplace performance was not about ability itself, but about having the right support structures in place to perform consistently and sustainably.

Over time, greater confidence and more consistent performance enabled employees to achieve things that previously felt out of reach. Employees described taking on new qualifications, attending more meetings, setting healthier boundaries at work and moving into more suitable roles. For some, this included returning to work after long periods of absence or sustaining employment during periods of significant personal difficulty. Across these accounts, the impact of BiH was not the result of a single intervention, but the accumulation of smaller changes in confidence, self-awareness, practical skills and access to timely support.



82% who needed support reported that BiH had helped them to achieve more to some extent.

<p>Feeling more confident in your role</p> <p>80% of employees said they needed BiH to help them feel more confident in their role, and of these, BiH helped 70%</p>	<p><i>“The solution packs to ground me when I’m overwhelmed and I have little support otherwise in the workplace. The coach [name] is great at summarising and helping me identify solutions. His belief in me and encouragement is so valuable”</i> [AuDHD employee aged 59, July 2025 survey]</p> <p><i>“I feel more confident tackling issues in work that I may have struggled with before using Brain in Hand.”</i> [Neurodivergent employee aged 43, May 2025 survey]</p>
<p>Performing better in your role</p> <p>76% of employees said they needed BiH to help them perform better in their role, and of these, BiH helped 69%</p>	<p><i>“Having Brain in Hand helped me to bring solutions to different situations I face all together and so likely helped me to look out for myself more, allowing me to perform better.”</i> [21 year old autistic employee, July 2025 survey]</p> <p><i>“Helped me ‘let go’ of anxieties that can effect my performance at work.”</i> [Employee with anxiety and self-identified as ADHD aged 56, July 2025 survey]</p> <p><i>“Plan to improve my work accuracy, ongoing but gave me a plan to work towards and helps me plan better”</i> [Employee self-identified as ADHD aged 46, November 2025 survey]</p>
<p>Generally helping at work</p> <p>80% of employees said they needed BiH to generally help them at work, and of these, BiH helped 77%</p>	<p><i>“Brain in Hand has significantly enhanced my ability to manage both my professional and personal life. By helping me organise my work tasks, track priorities, and maintain clear routines, it has improved my productivity and efficiency.”</i> [32 year old autistic employee, December 2025 survey]</p> <p><i>“Brain in Hand has helped me a lot at the workplace, knowing its there if i need that support”</i> [63 year old employee with anxiety, October 2025 survey]</p>

Attendance, retention and motivation

One of the most direct ways BiH affects working life is by helping people sustain participation in work over time. For many neurodivergent employees, the barriers to attendance and retention are often cumulative rather than dramatic — a difficult morning, an unexpected change, a period of overwhelm, or a strained workplace interaction can gradually undermine someone’s ability to cope. Across all three elements of the service, BiH helps reduce the impact of these moments by providing practical strategies, structure and timely human support before difficulties escalate into days off, extended absence, or decisions to leave employment. Over time, this creates a more stable and sustainable relationship with work that benefits both employees and employers.

What is particularly striking across employee accounts is how often people describe outcomes they attribute directly to BiH: fewer days off, staying in roles they were close to leaving, returning to work after periods of absence, or moving into more suitable employment. Many also describe feeling better able to recover from setbacks, re-engage with work and maintain motivation during difficult periods. Rather than motivation in the abstract, employees describe a greater ability to get unstuck, keep going and remain engaged with their work over time. Together, these findings suggest that BiH supports not only attendance and retention, but the longer-term stability and continuity needed for sustainable workplace performance.

Fewer days off / reduced absence: Supporting people to get to work on difficult days, recover more quickly from setbacks and reduce the frequency and duration of work-related absence.

More likely to stay in role: Helping people navigate workplace challenges, make better decisions about their working life and sustain their employment over time.

Motivation: Building the capacity to get started, keep going and sustain engagement with work — both in difficult moments and over the longer term.

Fewer days off work

57% of employees said they needed BiH to help them take fewer days off work, and of these, **BiH helped 57%**

“Without Brain in Hand I’m not sure I’d be able to go into the office or barely at all. Which is a requirement, and I used to take most in-person days at work off sick as I was unable to leave my home.”

[31 year old autistic employee self-diagnosing as ADHD, February 2026 survey]

“The coaching sessions along with support within those sessions to create solutions supported me in returning to work after being of sick and maintaining my ability to continue to manage at work despite the regular challenges.”

[22 year old autistic employee self-diagnosing as ADHD, January 2026 survey]

“I’ve had some time off work due to my ill health but I think it could have been substantially more if I didn’t have BiH support”

[27 year old ADHD employee self-diagnosing as autistic, June 2025 survey]

More likely to stay in role

77% of employees said they needed BiH to help them stay in their work, and of these, **BiH helped 68%**

“I almost quit due to changes being forced on me, during this few weeks where I was on the verge of leaving is when I used BIH most and I ended up deciding to stay.”

[30 year old AuDHD employee, April 2025 survey]

“It contributes to being able to sustain being in work”

[May 2025 survey]

Greater motivation

98% of employees said they needed BiH to help them with their motivation and of these, **BiH helped 54%**

“When I get stuck, I ask for help, then can work out what to do first and feel motivated and able to do it”

[Autistic employee aged 32, November 2025 survey]

“I regularly use my unplanned parts of the app to help when I have lost motivation. It helps me work out whether I need to move, need a break, need to change task or just need to give myself a pep talk and helps me refocus and get more work done whether that task or something else.”

[39 year old employee with anxiety disorder, February 2026 survey]

Workplace skills: organisation, decision-making and social interactions

A consistent finding across the data is that BiH helps employees develop and sustain the practical skills needed to function effectively at work. For many neurodivergent people, challenges are not necessarily about knowledge or ability, but about the structures and strategies that make consistent performance possible. Organisation, decision-making and social interaction are three areas where relatively targeted support can make a substantial difference. Through a combination of app-based tools, structured coaching and on-demand support, BiH helps employees develop practical skills that become more embedded and transferable over time.

What is particularly striking across employee accounts is how often improvements in one area create wider benefits across others. Better organisation reduces stress and anxiety; reduced anxiety improves social confidence; and greater confidence helps employees communicate more effectively, ask for support when needed and engage more fully at work. Rather than operating in isolation, these skills reinforce one another. BiH's integrated approach allows employees to build capability across multiple areas simultaneously, supporting more consistent and sustainable workplace performance over time.

Organisational skills: Using practical tools such as checklists, routines, reminders and prioritisation methods to keep track of tasks, responsibilities and key information.

Decision-making: Building the capacity to think through options, weigh up choices and act with greater confidence, particularly in moments of stress or uncertainty.

Social interactions: Developing the confidence and strategies to communicate more effectively with colleagues, managers and others in the workplace.

<p>Organisational skills</p> <p>95% of employees said they needed BiH to help them feel more organised, and of these, BiH helped 65%</p>	<p><i>“The prompts help me every week with my work tasks when I’m working to deadlines”</i> [Autistic employee aged 52, November 2025 survey]</p> <p><i>“My session with my coach really helped me in planning a project out to allow me to feel more confident in completing it and breaking it down into steps”</i> [25 year old employee with an anxiety disorder, January 2026 survey]</p> <p><i>“BiH imports my Google calendar so I have the days events on my phone widget so when I’m going into work, I know exactly what to expect without having to open my laptop”</i> [AuDHD employee aged 47, December 2025 survey]</p>
<p>Decision-making</p> <p>98% of employees said they needed BiH to help them with improved decision-making, and of these, BiH helped 61%</p>	<p><i>“I find with work related issues where I cannot know everything I build stories and fill in the blanks. This can lead to me feeling unnecessarily stressed and anxious. Speaking with my coach helped me find ways such as writing down and understanding the processes my brain goes through.”</i> [40 year old employee self-diagnosing as autistic and ADHD, December 2025 survey]</p> <p><i>“Helping with decision-making. Stopping walking out of meetings”</i> [55 year old employee self-diagnosing as ADHD, January 2026 survey]</p> <p><i>“[BiH] gives me a selection of options when I have limited capacity to make decisions and experiencing decision fatigue”</i> [AuDHD employee aged 32, July 2025 survey]</p>
<p>Social interactions</p> <p>93% of employees said they needed BiH to help them participate in meaningful social interaction, and of these, BiH helped 48%</p>	<p><i>“One of the main ways BiH has helped me at work is the solution packs... Reading this pack helps me calm down and see things rationally, and that it's more than OK to ask questions... I am more likely to ask others for help now, and that in turn has improved my work relationships.”</i> [38 year old ADHD employee self-diagnosing as autistic, March 2026 survey]</p> <p><i>“My manager has commented on an improvement on my communication with the rest of my team.”</i> [Autistic employee aged 43, February 2026 survey]</p> <p><i>“Allowing my colleagues to be more aware of my condition and brain in hand has made me more confident to ask questions.”</i> [Autistic employee aged 39, April 2025 survey]</p>

The financial cost savings for employers

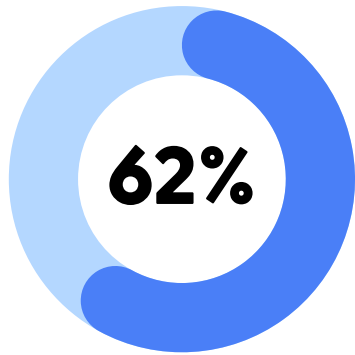
In February 2025 we published a [research paper](#) that explored, for the first time, how BiH improves wellbeing and productivity for Autistic and ADHD employees (Guyatt, 2025). As part of that research, an economic model was developed that enabled estimates of the potential cost savings attributable to an employee utilising BiH. This was based on impact data from the user survey during February to September 2024: a financial cost saving to employers of £6,804 per employee was estimated.

The BiH product has seen many improvements since then, including custom solution packs, a 5 point check-in, increased tags, and improved calendar navigation. Unsurprisingly, there have been subsequent improvements in the benefits that BiH users in employment have reported. The user survey data in the present impact report indicate that:

- **33% say BiH has helped them have fewer days off (up from 15% in 2024)**
- **52% say BiH has helped them perform better in their role (up from 33% in 2024)**
- **53% say BiH has helped them feel more likely to stay in their role (up from 29% in 2024)**
- **62% say BiH has helped them in at least one of the above three work outcomes (up from 45% in 2024)**

Applying the updated survey findings to the economic model resulted in an estimated annual employer saving of £11,748 per employee when wage multipliers are included, and £8,820 without wage multipliers.

£11,748
annual financial cost savings to employers of an employee using BiH



62%
of BiH users in employment said BiH has helped them improve in at least one work outcome

Box 4. An economic model of the impact of BiH in the workplace

$$\begin{aligned} \text{Absenteeism cost savings (CA)} &= pA \text{ NA W wA} \\ \text{Presenteeism cost savings (CP)} &= pP \text{ FP W Nw wP} \\ \text{Retention cost savings (CR)} &= pR \text{ W Nw FR} \\ \text{Total cost savings (CT)} &= \text{CA} + \text{CP} + \text{CR} \end{aligned}$$

where the most recent user survey data shows the probability of fewer days off (pA) = 0.33 probability of improved performance (pP) is 0.52 and Probability of staying in role (pR) is 0.53.

Parameter	Value	Notes
Number of absenteeism days (NA)	19.6	Average self-reported days off work taken for stress, depression or anxiety from ONS
Fraction of day lost to reduced productivity (FP)	0.325	Based on a research study of 2.6 hours per 8 hour day lost for workers due to financial distress
Daily economic cost of a workday (W)	129	Average weekly earnings of £647 for regular earnings from ONS
Cost of replacement as proportion of salary (FR)	0.33	Minimum cost as estimated by the Work Institute for "hard costs"
Mean wage multiplier for absenteeism (wA) and chronic presenteeism (wP)	1.97 (wA) 1.54 (wP)	Economic coefficient to access indirect organisational costs - such as lost production, management time and dsirupted teamwork.

Guyatt, H., Brain in Hand Ltd, (2025 February) How Brain in Hand improves wellbeing and productivity for Autistic and ADHD employees

Mental Health and Wellbeing

Stress, anxiety and overwhelm

For many BiH users, managing stress and anxiety at work is about being able to access the right strategies at the moment they are needed most, when thinking clearly is hardest. The BiH app plays a central role here, with regular check-ins helping employees notice when stress is building and respond before it escalates. People describe recognising the early signs of overwhelm — in noisy open-plan offices, during unexpected changes to routine or following difficult interactions — and using that moment of awareness to pause, reflect and work through a personalised solution pack. Because these strategies are often developed in calmer moments, with coaching support, they are available precisely when someone’s capacity to problem-solve is at its lowest.

Coaching contributes in a different but complementary way. Rather than providing immediate relief, coaching helps employees understand and anticipate their stress — identifying the situations, environments and thought patterns most likely to trigger overwhelm, and planning responses in advance. Employees describe breaking down tasks that felt unmanageable, reducing pressures that drained their energy and developing strategies tailored to the realities of their working lives. By the time a difficult moment arrives, much of the preparation has already been done.

When stress escalates beyond what the app alone can support, the on-demand service provides a critical third layer. Employees describe being talked through panic attacks, receiving follow-up calls after repeated negative check-ins and being supported to process what was happening for them in real time. Importantly, this support often enabled people to continue with their day — getting to work after a difficult morning, completing a journey or returning to a meeting or shift.

Together, the three elements of the service create support across the full arc of stress: from early recognition and prevention through to crisis support and recovery, with direct benefits for attendance, wellbeing and workplace functioning.

99% of employees reported needing support with their mental health.

Of those employees, 83% said Brain in Hand had helped improve their mental health — including reducing overwhelm, managing anxiety, preventing or recovering from burnout, and reducing stress.

Over half (58%) reported that BiH helped either very much or quite a lot.

Among employees reporting significant improvements in their mental health, 71% said they were performing better in their role and 76% said they felt more confident at work.

Overwhelm

99% of employees said they needed BiH to help them reduce overwhelm, and of these, **BiH helped 68%**

“I was feeling very overwhelmed on the way to work. I had a call with BIH and this helped me process why I felt that way and I managed to go to work and had a successful day.”
[ADHD employee aged 54, December 2025 survey]

Stress

99% of employees said they needed BiH to help them reduce stress, and of these, **BiH helped 67%**

“When I’m working sometimes I can get really stressed especially when I’m having to work in the office and it’s rather noisy so when I realise that I’m possibly entering a spiral I turn to BIH and record just the basics of how I’m feeling before using one of the solution packs I’ve created - to help me calm down and regulate myself.”
[54 year old employee, February 2026 survey]

Anxiety

98% of employees said they needed BiH to help them manage anxiety, and of these, **BiH helped 73%**

“I think the resource packs help a lot, especially when I’m struggling with anxiety. one time I got quite sensory overloaded and was managed to find something on the app to use to calm me down”
[Autistic employee aged 20, November 2025 survey]

Mental Health and Wellbeing

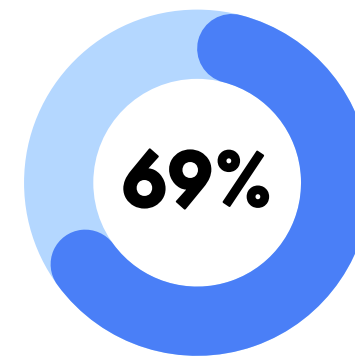
Feeling supported and reaching out for support

For some employees, there are moments when stress and anxiety escalate into something more acute that cannot be managed alone. At these moments, BiH provides an immediate and accessible response. The check-in system gives employees a simple way to signal when they are struggling, triggering support at the point it is most needed. People describe using the check-in to share that they are struggling after particularly difficult days, being talked through their emotions in real time and emerging with a clearer head and greater capacity to continue with their day. What is particularly striking across these accounts is not simply that support was available, but that it enabled people to recover, make decisions and keep functioning in situations where the consequences might otherwise have been far more serious.

The on-demand support service is especially important here, providing human contact when the app alone is not enough. Employees describe being supported through panic attacks, receiving proactive callbacks after repeated amber check-ins and being helped to process what was happening for them in real time. Many also emphasised the quality of that support — feeling listened to, understood and never rushed or judged. For some, the on-demand service acted as a bridge back to functioning at work on days when they might otherwise not have made it in at all. Coaching also plays an important role, helping employees think through difficult situations in advance, build confidence and develop strategies they can draw on when things become difficult.

One of the most significant findings across this theme, however, is the impact of simply knowing that support is there if needed. Employees describe this as changing how they approach their day before anything difficult has even happened — enabling them to engage more fully with work, take on challenges they might otherwise avoid and move through their environment with greater confidence. For some, this was genuinely life-changing, helping them leave the house, travel to work or remain in roles they had been close to leaving. Importantly, reaching out did not only mean reaching out to BiH. Employees also described becoming more confident asking colleagues for help, speaking to managers about what they needed and advocating for themselves more effectively at work.

In this sense, BiH provides more than a safety net — it helps employees build stronger support structures within their own working environment.



of employees who needed support reducing crisis events reported an improvement in this area

“Awesome 30 min call backs when in crisis/ feeling overwhelmed, [triggered] via the app”

[50 year old employee diagnosing as autistic and ADHD, January 2026 survey]

Mental health crisis events

72% of employees said they needed BiH to help them reduce mental health crisis events, and of these, **BiH helped 69%**

“There was an instance when I hit the red alert after a tense day and got the support I needed. I was then able to act accordingly for my own well being”
[39 year old employee with ADHD, November 2025 survey]

Feel supported

93% reported that BiH had helped them feel supported to some extent, with **52% saying they felt very or completely supported.**

“Having the on demand support available means I always have someone to ask for help wherever I am. This is extremely reassuring and means I can generally just get on with my work.”
[47 year old employee with ADHD and self-diagnosing as autistic, December 2025 survey]

Reaching out for support

99% needed help reaching out for support and of these, **BiH helped 65% in being more able, or more confident, in reaching out for support when they need it**

“So now because we can edit and tell the app “coping mechanisms” for example, when am properly stressed and overwhelmed at work it gives me hints and ideas to try like going into my manager and requesting a stress ball ... not only has it helped me its helped my managers know when to step in and support further when and if required.”
[34 year old autistic employee, November 2025 survey]

Mental Health and Wellbeing

Research evaluations demonstrate change

Box 5. SBRI-funded research evaluation 1: BiH reduced anxiety and improved day-to-day functioning over 6 months

Who took part

 16 participants provided baseline and 6-month data
  Autistic and/or ADHD - 14 both
  Employed full or part time

What we did

Participants completed established metrics for anxiety and workplace productivity, and completed qualitative interviews at 6-month follow-up.

The study explored whether changes in anxiety and productivity occurred over time, and how participants experienced these changes in day-to-day work functioning.

What we found

1. **Anxiety improved** significantly over 6 months.
2. Self-reported **productivity increased by 33%**, on average.
3. Participants described changes in **emotional awareness, daily structure, workplace functioning, and access to further support**, which were accompanied by improvements in anxiety, productivity, or both.
4. **Positive change** was more common among those **highly engaged with BiH**, with workplace barriers to engagement reported by some.

What it means

The findings suggest that use of BiH was associated with improvements in both wellbeing and day-to-day functioning for employed autistic and ADHD participants over time. This highlights the value of BiH for autistic and ADHD employees, while underscoring the importance of sustained engagement and neuroinclusive workplace environments.

Box 6. Large-scale SBRI-funded research evaluation 2: Workplace performance improved through energy, self-awareness, and sustainable engagement

Who took part

 278 provided baseline data; 196 by 6-months
  Autistic and/or ADHD - 42% both
  Employed at least 25 hours a week

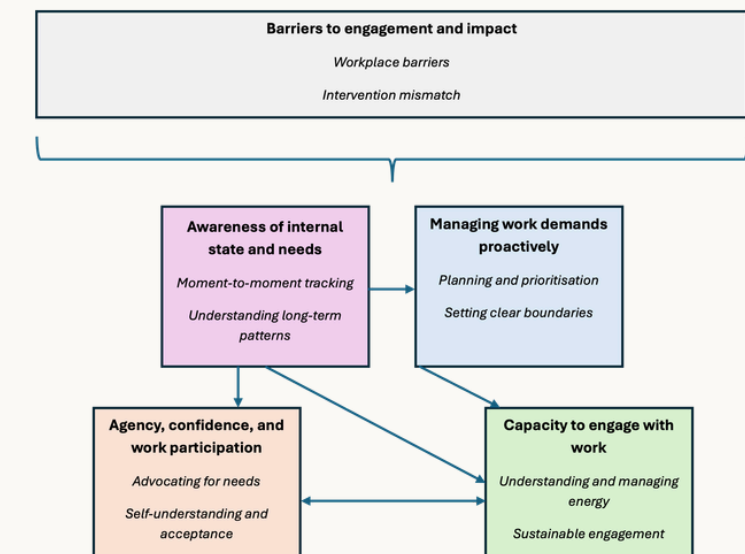
What we did

Participants completed metrics for wellbeing, workplace productivity, perceived coping and work-related energy. They completed open-ended questions relating to the changes they'd seen with BiH, and any barriers to progress.

Quantitative analyses explored relationships between wellbeing, productivity, coping, and work-related energy, while qualitative analyses examined how participants experienced change in workplace settings.

What we found

1. Wellbeing, productivity, coping, and work-related energy **all improved over time**.
2. Work-related **energy** emerged as the strongest independent **predictor of productivity improvement**.
3. Changing **self-awareness** was foundational to **positive change in both wellbeing and work outcomes**.
4. Qualitative findings suggested that **productivity improvements** reflected **more sustainable patterns of work engagement** rather than simply "working harder".



What it means

The findings, from one of the largest research evaluations with neurodivergent employees, suggest that improving wellbeing alone may not be enough to improve workplace outcomes. Instead, BiH improved work outcomes by supporting self-awareness, energy management, and capacity to engage with work day-to-day.

Mental Health and Wellbeing

Wellbeing and self-care

For many neurodivergent employees, maintaining wellbeing is not simply about managing difficult moments; it is about sustaining the conditions needed to function well day to day. BiH supports this by helping employees monitor their energy levels, recognise early signs of deteriorating wellbeing and respond before difficulties escalate. People describe using the check-in system not only during periods of acute stress, but as an ongoing way of tracking how they are coping over time. For some, this meant recognising when they were taking on too much before it led to burnout; for others, it meant identifying personal pressures affecting their capacity at work and accessing support earlier.

Coaching contributes a different but complementary dimension, helping employees better understand the patterns that shape their wellbeing: what depletes them, what sustains them and what balance looks like in practice. Employees describe coaching conversations that helped them make changes not only to their working lives, but also to their routines, boundaries and overall wellbeing. For some, this led to a greater sense of self-understanding and acceptance, helping them work more effectively with their neurodivergence rather than constantly against it.

Self-care sits at the heart of this theme, and one of the most consistent findings across the data is how effectively BiH helps employees build and maintain the routines that underpin sustainable functioning. Employees describe using the app to prompt breaks, eating and drinking, going outside or pausing to regulate themselves during the day. Over time, these prompts often became embedded habits and routines rather than reactive interventions. **Employees were explicit about the connection between looking after themselves and being able to sustain their work performance — describing themselves as more productive, more regulated and better able to manage the demands of work over time.**

Most employees (86%) reported that BiH had improved their wellbeing to some extent, with 40% reporting substantial or significant improvements.

93% of employees said they needed BiH to help them with self-care, and of these, BiH helped 63%.



“I find that I use BiH to manage my energy levels and prompt me to engage in self-care and use regulatory strategies whilst I'm at work. This is helpful as previously I would often neglect self-care and be less productive and more unwell as a result.

[29 year old autistic employee self-identifying as ADHD, January 2026, survey]

“At work I was finding I was often getting sucked into dealing with tasks as soon as I turned on my laptop, often at the neglect of self-care. I now regularly use a checklist with BiH at the beginning of the work day to make sure I'm taking time to engage in self-care through a checklist of questions (Do I have a drink? Have I eaten today? Do I have a plan to go outside?) which prompt me to engage in better self-care and also mean my time at work is more productive as I'm looking after myself better.”

[29 year old employee self-identifying as autistic and ADHD, January 2026, survey]

“I've had brain in hand now for a couple years and it has helped and continues to help me massively, specially for emotional support”

[25 year old autistic employee, March 2026 survey]

Self-reflection and self-awareness

For many neurodivergent employees, recognising how they are feeling, particularly during a busy working day, does not happen automatically. BiH helps address this by creating a regular, structured prompt to stop and notice. Employees describe how, without that prompt, they would often continue through their day unaware that stress or overwhelm was building. The act of checking in becomes a moment of recognition — an opportunity to pause, reflect and decide whether something needs to change. For some, simply knowing that check-in is coming changes how they move through their day.

For others, the app supports more than reflection alone; it helps with the analytical process of understanding what is actually causing difficulty. By breaking down what they were doing, who they were with and how they were feeling at a particular moment, employees describe being able to identify the sources of stress in ways they previously struggled to do independently. This is particularly important for employees who find identifying or naming emotions difficult, as the structure of the app helps make patterns and triggers more visible. Coaching deepens this process further, helping employees reflect on their thinking, decision-making and responses over time rather than only reacting to individual difficult moments.

Over time, regular check-ins create a broader picture of how stress and wellbeing fluctuate across different situations and environments. Employees describe recognising patterns they had not previously noticed — including periods of sustained overwhelm that had become normalised over time. Coaching plays an important role here in helping employees better understand their own thought patterns, identify unnecessary sources of stress and develop more effective ways of responding to them. **For many, this leads to a significant shift in self-understanding: moving from constantly reacting to difficulties towards feeling better able to work with their neurodivergence proactively and sustainably.**



“I use it every day to notice my inside feelings which I wouldn't stop and think about without the regular reminders. When I receive the prompt and notice I'm not feeling as good, I'm able to take stock of what I'm doing or what I could be doing to help feel better and it works every time.”

[AuDHD employee aged 29, October 2025 survey]

“It helped me listen to myself more, which meant instead of fighting my brain I worked with it.”

[Autistic employee aged 22 who self-identifies as ADHD, October 2025 survey]

“I find with work related issues where I cannot know everything I build stories and fill in the blanks. This can lead to me feeling unnecessarily stressed and anxious. Speaking with my coach helped me find ways such as writing down and understanding the processes my brain goes through.”

[40 year old employee self-identifying as autistic and ADHD , December 2025, survey]

“Meeting with my coach has been really helpful and beneficial - I really enjoy talking through my decision making and thinking process with my coach, they actively listen and ask questions that help me reflect and become more self aware.”

[25 year old autistic employee, March 2026 survey]

“I was getting overwhelmed but I hadn't noticed till I got a check in from BIH that made me stop and think.”

[26 year old employee self-identifying as autistic and ADHD, October 2025 survey]



of the employees who said they needed BiH to help with self-awareness reported improvement in this area

User Insight: Sarah

From absence risk to award-winning performer

Specialist Customer Advisor, Banking Group · Autism Co-trainer · Church Trustee - Autistic · Dyslexic · Brain in Hand user for 3 years

Before Brain in Hand, Sarah took two months of mental health leave. Since using it consistently, she has had zero stress-related absences, been recognised as an Excellent Performer, received a bonus, won a Disability Networks Role Model award, and actively contributes to neuroinclusion across her organisation — creating value that extends far beyond her own role.



Turning absence risk into sustained performance

In 2023 Sarah took two months of mental health leave — a significant cost in absence cover, management time, and continuity for her team. Since returning and embedding Brain in Hand into her daily routine, she has not taken any further stress-related time off. That shift is directly traceable to how she now monitors and manages her own wellbeing in real time.

"I have done therapy and stuff in the past, but thinking about it now ... I don't think I've gotten to the point where I've needed therapy again since using it. So I think the Brain in Hand has helped me to recognise myself when things are going kind of off the Cliff edge and then help me get back before it gets that bad."

The check-in system — checked every two hours during her working day — gives Sarah a structured, low-friction way to catch early warning signs and act on them before they escalate to crisis. For employers, this kind of self-regulation reduces the likelihood of sudden, extended absence and the hidden costs that come with it.

"I have done therapy and stuff in the past, but thinking about it now ... I don't think I've gotten to the point where I've needed therapy again since using it. So I think the Brain in Hand has helped me to recognise myself when things are going kind of off the Cliff edge and then help me get back before it gets that bad."

Greater independence, less reliance on ad-hoc support

Neurodivergent employees without the right support often rely on colleagues, managers, or HR to manage day-to-day challenges that fall outside their role. Brain in Hand shifts that reliance inward. Sarah handles unplanned situations — a delayed finish, a forgotten item, an unexpected change — through pre-prepared solutions she has built into the app herself, without needing to interrupt others.

"I've got little reminders on it like take your blue badge for parking etcetera. And then like the unplanned events I've got set up there. I always panic about finishing work late, and then I'd be late to pick up my son, I've got stuff there to click on if that happens."

This translates directly into reduced cognitive and emotional load on the people around her — freeing her manager's time and reducing the informal support demands that often go unmeasured but accumulate significantly across a team.

One supported employee becomes a multiplier for inclusion

When neurodivergent employees are genuinely well-supported, they don't just perform better — they often become the most credible voices for inclusion inside an organisation. Sarah is a clear example. She runs neuroinclusion workshops, mentors colleagues, advocates for inclusive hiring, and has won a Disability Networks Role Model of the Year award. Much of this happens outside her contracted hours because she chooses to — made possible by the stability Brain in Hand provides.

"Full disclosure, I like talking about stuff that most people may find quite uncomfortable, but I think it's important, and the training covers things like suicide as well. I don't shy away from talking about it because I think it's important."

The spillover effects are real: colleagues gain awareness they wouldn't otherwise access; inclusive hiring is championed from within; and the culture becomes more retentive for other neurodivergent staff who see someone like them thriving and leading.

Reduced absence costs
Zero stress-related absences since consistent Brain in Hand use, following a two-month leave in 2023.

Reduced manager burden
Greater independence in handling unplanned events reduces ad-hoc demands on colleagues and line managers.

Inclusion culture ROI
Voluntary contribution to workshops, mentoring, and hiring advocacy — spillover value across the organisation.

User Insight: Alex

Two jobs held, one invaluable employee retained

Hospitality worker (4 years) · Private medic (4 years) · University student - Autistic · ADHD · Anxiety · Specific learning difficulty · Brain in Hand user since September 2023

Alex experienced an 8–9 month mental health crisis that could have ended both his jobs permanently. Instead, two employers who understood his support needs — and knew how Brain in Hand worked — welcomed him back flexibly when he was ready. Alex has now held both roles for four years. The cost of replacing him, covering his absence, and managing an unplanned departure would have far exceeded the cost of the support that kept him.



The tool that kept him in work

Alex works two roles simultaneously — one in hospitality and one as a self-employed private medic. Both positions require him to be present, responsive, and reliable under pressure. During a serious mental health crisis lasting 8–9 months, all of that was at risk. Brain in Hand gave both employers a practical, low-effort way to stay connected with Alex and respond appropriately — without waiting for a verbal conversation that might never come.

"Without BiH, I would've lost my job probably about 6 months ago. Having BiH has allowed me to express myself in a controlled way. BiH has basically let me keep my job."

In his hospitality role, managers learned to check Alex's check-in status rather than asking him directly how he was doing. When he opens the app, they know something is wrong — and they know what to do. That shift from reactive to proactive support prevented multiple situations from escalating and kept Alex on shift when he might otherwise have had to leave.

When Alex was ready to return after his crisis, both employers welcomed him back flexibly, without pressure or condition. That compassionate return was only possible because his managers already understood how he communicated, what support looked like for him, and how Brain in Hand (which he refers to as “Bob”) fit into that picture.

A shared language that works without words

One of Brain in Hand's most practical workplace benefits is that it removes the requirement for verbal communication in moments when that's hardest. For Alex, distress often manifests as an inability to articulate what's wrong — which in a workplace context can look like disengagement, poor performance, or difficult behaviour if managers don't have the tools to interpret it correctly.

"I know there is someone there who understands what BiH is, they know it's on my phone and they know if I am having a bad day, they'll open the app for me and go 'right what colour'. They've noticed again that if I'm having a bit of an issue and I can't verbally say what's going on, but pull the app out, they know that if I hit an amber or a red, they know that something's drastically wrong and they'll do what's in my plan to help me talk it through."

This framework — simple, consistent, and employee-owned — removes the cognitive and emotional burden from line managers. They don't need to interpret or guess. They follow the plan Alex built himself, which means the response is always calibrated to what actually helps him. The result is fewer disruptions, faster resolution, and a manager who feels equipped rather than overwhelmed.

"I've probably got a little bit more confidence because I know that with BiH, it's something I know that I can use. I used it quite a lot last year when I was struggling with my mental health. It was a way I could communicate with people about how I actually felt, so it helped me in that sense. It's helped me communicate more how I'm feeling instead of blowing off my rocket. I can now indicate to people when I'm starting to have a bad day and they can act in the right way."

What both employers did differently

Alex's experience across two very different workplaces — a hospitality environment and a medical events company — shows that neuroinclusive management is not sector-specific. It comes down to a handful of consistent behaviours that any employer can adopt.

Learning the tool

Both employers took time to understand Brain in Hand well enough to use it in the moment. That investment took minutes and proved critical to keeping Alex in work.

Consistent communication

The check-in framework gave everyone — managers, coaches, friends — the same language. No specialist training needed, just a shared system.

Proactive adjustments

Loop earplugs, shift flexibility, and autonomy over his workload were small, low-cost changes that made sustained employment possible.

Concluding Messages

Across this report, a consistent picture emerges of how BiH helps neurodivergent employees sustain wellbeing and participate more effectively at work. Employees described using BiH to recognise stress earlier, regulate themselves more effectively, access support when needed, and develop greater confidence in how they manage work and daily life. These experiences were reflected consistently across the quantitative findings, with most employees reporting improvements in confidence, workplace performance, organisation, wellbeing and mental health, alongside reduced absence and increased likelihood of remaining in work.

1.

Brain in Hand supports earlier recognition and response to difficulty

Across the report, employees described using BiH to notice stress, anxiety and overwhelm earlier and respond before these escalated further. Quantitative findings reflected this pattern, with most employees reporting improvements in managing anxiety, reducing overwhelm and mental health crisis events.

2.

Brain in Hand translates self-awareness into measurable workplace outcomes

The findings suggest that BiH's combination of structured self-reflection, personalised strategies and coaching supports employees to function more effectively day-to-day. Improvements in self-awareness and coping were accompanied by reported improvements in confidence, organisation, decision-making, workplace performance and social interactions.

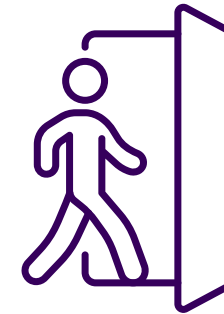
3.

Brain in Hand supports more sustainable participation in work

The cumulative effect of these changes appeared to extend beyond wellbeing alone. Employees described remaining in work during difficult periods, recovering more quickly from setbacks and feeling more able to sustain employment over time. Quantitative findings similarly suggested reductions in absence alongside increased motivation and likelihood of staying in role.

Implications for Employers and Funders

These findings have a range of implications for employers and funders looking to support neurodivergent people in employment.



Brain in Hand may help organisations sustain and retain skilled employees

Across the report, quantitative evidence and employee accounts showed how people used Brain in Hand to remain in work during periods of stress, recover more quickly from setbacks, and maintain confidence and productivity over time. The findings suggest that changes in support, structure and self-awareness may have significant effects on employees' ability to sustain employment and continue contributing effectively within the workplace.



Brain in Hand may reduce hidden organisational pressures

Findings indicate that BiH can reduce pressures that are often difficult for organisations to measure directly, including repeated crisis management, communication breakdowns, informal support demands on managers and colleagues, and disruption associated with absence or turnover. Several examples also suggested wider organisational benefits through improved communication, and stronger workplace relationships.



Investment in personalised and integrated support may create long-term organisational value

The financial modelling presented in this report estimated annual employer cost savings of up to £11,748 per employee using BiH, linked to reduced absence, improved workplace performance and increased retention. Alongside these measurable outcomes, the wider findings suggest that BiH may also reduce pressures associated with managing pronounced challenges, workplace disruption, and informal support demands on managers and colleagues – highlighting the potential value of personalised, integrated support for sustaining workforce participation over time.

Annex. Metrics calculations and workplace employee sample data

The small group (11/252) who reported BiH was not helpful for them were asked a different set of questions to better understand why BiH did not work for them and how they could be better supported. In calculating the main outcome metrics, this group was included in the analysis as those responding ‘No’ to experiencing impact. When determining the numbers who needed support in a specific area, the same ratio for those that found BiH helpful was applied to this group, in order to add them to the denominator. Summaries of all the responses and how these calculations were conducted for each metric are included here, with the main text focusing only on the main outcome percentages.

	Those responding to question				Those saying BiH is not helpful		Outcome metrics	
	Yes (K)	Somewhat (L)	No (M)	Don't need BiH for this (N)	Implied "No" (O)	Implied "I need BiH for this" (P)	Need for BiH (K+L+M)/ (K+L+M+N)	Efficacy of BiH (those that got help/all those that needed it) (K+L)/ (K+L+M+P)
Mental Health Crisis Has Brain in Hand had an impact on reducing mental health crisis events (events where you may have needed to seek immediate or emergency support)?	46	48	43	52	0	0	72% (137/189)	69% (94/137)
Confidence Since using Brain in Hand, have you noticed a difference in the following areas?; Feeling more confident in your role	49	63	34	37	17	14	80% (146/183)	70% (112/160)
Absence Since using Brain in Hand, have you noticed a difference in the following areas?; Having fewer days off work	36	29	40	78	17	10	57% (105/183)	57% (65/115)
Performance Since using Brain in Hand, have you noticed a difference in the following areas?; Performing better in your role	49	55	34	44	17	13	76% (138/182)	69% (104/151)
Staying in Role Since using Brain in Hand, have you noticed a difference in the following areas?; Feeling more likely to stay in your role	60	46	36	42	17	13	77% (142/184)	68% (106/155)
Generally helping at work Since using Brain in Hand, have you noticed a difference in the following areas?; Generally helping at work	69	55	23	37	17	14	80% (147/184)	77% (124/161)

Annex. Metrics calculations and workplace employee sample data

	Those responding to question					Outcome metrics	
	No Improvement (S)	Slight Improvement (T)	Moderate Improvement (U)	Significant Improvement (V)	Substantial Improvement (W)	At least a little improvement (T+U+V+W)/ (S+T+U+V+W)	Substantial or Significant Improvement (V+W)/ (S+T+U+V+W)
Wellbeing Do you feel Brain in Hand has improved your wellbeing?	36	38	79	77	25	86% (219/225)	40% (102/225)

	Those responding to question				Those saying BiH is not helpful		Outcome metrics	
	Yes (K)	Somewhat (L)	No (M)	Don't need BiH for this (N)	Implied "No" (O)	Implied "I need BiH for this" (P)	At least a little improvement (K+L)/ (K+L+M+P)	Substantial Improvement (K)/ (K+L+M+P)
Achieve More Has Brain in Hand helped you to achieve more?	110	101	46	0	0	0	82% (211/257)	43% (110/257)

Annex. Metrics calculations and workplace employee sample data

	Those responding to question						Those saying BiH is not helpful		Outcome metrics	
	Very much (S)	Quite a lot (T)	A little (U)	Neutral (V)	No (W)	don't need BiH for this (X)	Implied "No" (Y)	Implied "I need BiH for this" (Z)	Need for BiH (S+T+U+V+W)/ (S+T+U+V+W+X)	Efficacy of BiH (S+T+U)/ (S+T+U+V+W+Z)
Organisation Feeling more organised	22	56	45	30	21	10	17	16	95% (174/184)	65% (123/190)
Greater Motivation Feeling more motivated	20	53	35	38	36	3	17	17	98% (182/185)	54% (108/199)
Self-awareness Increased self-awareness	47	54	31	29	15	7	17	16	96% (176/183)	69% (132/192)
Decision Making Improved decision making	19	62	40	24	35	3	17	17	98% (180/183)	61% (121/197)
Social Interactions Participating in meaningful social interactions	7	33	50	39	43	13	17	16	93% (172/185)	48% (90/188)
Support More able, or more confident, in reaching out for support when I need it	41	53	35	30	24	2	17	17	99% (183/185)	65% (129/200)

Annex. Metrics calculations and workplace employee sample data

	Those responding to question						Those saying BiH is not helpful		Outcome metrics	
	Very much (S)	Quite a lot (T)	A little (U)	Neutral (V)	No (W)	don't need BiH for this (X)	Implied "No" (Y)	Implied "I need BiH for this" (Z)	Need for BiH (S+T+U+V+W)/ (S+T+U+V+W+X)	Efficacy of BiH (S+T+U)/ (S+T+U+V+W+Z)
Less stress	21	52	57	31	17	1	17	17	99% (178/179)	67% (130/195)
Managing anxiety	31	57	53	22	14	4	17	17	98% (177/181)	73% (141/194)
Reducing overwhelm	22	65	44	28	18	2	17	17	99% (177/179)	68% (131/194)
Preventing burnout	16	44	39	35	35	11	17	16	94% (169/180)	54% (99/185)
Recovering from burnout	16	40	32	41	32	19	17	15	89% (161/180)	50% (88/176)
Improved self-care	30	47	40	30	24	12	17	16	93% (171/183)	63% (117/187)

Annex. Metrics calculations and workplace employee sample data

Individual responses to the question: Has Brain in Hand helped you to achieve more?

Achieve more	ADHD (n=18)	Autistic (n=79)	Both (n=120)	Neither (n=36)	Total (n=253)
Yes	56% (10/18)	46% (36/79)	38% (46/120)	50% (18/36)	43% (110/253)
Somewhat	33% (6/18)	41% (32/79)	43% (51/120)	33% (18/36)	40% (101/253)
No	11% (2/18)	14% (11/79)	19% (23/120)	17% (6/36)	17% (42/253)
Total	100% (18/18)	100% (79/79)	100% (120/120)	100% (36/36)	100% (253/253)

Individual responses to the question: How well supported do you feel now you have Brain in Hand? Provided by diagnosis

Feeling supported	ADHD (n=22)	Autistic (n=79)	Both (n=120)	Neither (n=36)	Total (n=257)
Completely supported	18% (4/22)	24% (19/79)	6% (7/120)	19% (7/36)	14% (37/257)
Very supported	27% (6/22)	37% (29/79)	36% (43/120)	44% (16/36)	37% (94/257)
Moderately supported	27% (6/22)	22% (17/79)	33% (39/120)	11% (4/36)	26% (66/257)
Slightly supported	27% (6/22)	14% (11/79)	14% (17/120)	11% (4/36)	15% (38/257)
Not supported at all	0% (0/22)	3% (2/79)	10% (12/120)	11% (4/36)	7% (18/257)
Blank (no response)	0% (0/22)	1% (1/79)	2% (2/120)	3% (1/36)	2% (4/257)

Individual responses to the question: Do you feel Brain in Hand has improved your wellbeing? Provided by diagnosis

Improved wellbeing	ADHD (n=22)	Autistic (n=79)	Both (n=120)	Neither (n=36)	Total (n=257)
Substantial improvement	9% (2/22)	19% (15/79)	5% (6/120)	6% (2/36)	10% (25/257)
Significant improvement	23% (5/22)	32% (25/79)	25% (30/120)	47% (17/36)	30% (77/257)
Moderate improvement	32% (7/22)	27% (21/79)	37% (44/120)	19% (7/36)	31% (79/257)
Slight improvement	23% (5/22)	10% (8/79)	18% (21/120)	11% (4/36)	15% (38/257)
No improvement	14% (3/22)	13% (10/79)	14% (17/120)	17% (6/36)	14% (36/257)
Blank (No response)	0% (0/22)	0% (0/79)	2% (2/120)	0% (0/36)	1% (2/257)

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brain in hand

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