



NEUROFFICE PROJECT

RESULTS



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NEUROFFICE PROJECT RESULTS

Neuro-inclusive workplaces – when data from 350+ employees tells the same story

The neurOffice project involved both Hungarian and international (Portuguese) corporate teams, with more than 350 employees across both countries employees completing the assessment questionnaires in Hungarian and English.

A particularly high proportion of participants in Hungary requested individual feedback, indicating a strong demand for self-awareness and more conscious ways of working.

The aggregated results reveal a clear and consistent pattern of how employees function at a nervous system level.

Across teams:

- 70–85% are sensitive to background noise and struggle in noisy environments
- 55–75% find it difficult to maintain focus during long meetings
- 60–65% are sensitive to the way feedback is delivered
- ~60% require more personal space to function effectively
- 50–55% actively reduce light exposure during the workday
- 40–45% rely on stabilizing routines (e.g. familiar foods)
- 30–40% experience physical symptoms related to overload

This indicates that neurodivergent patterns are not marginal, but dominant within teams.



NEUROFFICE PROJECT RESULTS

The comparison between Hungarian and Portuguese data showed that while patterns are similar, their interpretation and integration differ significantly.

In Portugal, neuro-inclusion is already more embedded in organizational practices, therefore the project mainly served as validation and professional refinement. In Hungary, extensive preparatory and sensitization work was required, especially at leadership level.

This difference represents one of the key outcomes of the project: neuro-inclusive transformation starts from different maturity levels across countries.

The most important shared insight is that many employees are not aware that their daily struggles are rooted in nervous system overload.

The project highlights that performance is not only a matter of competence, but is directly influenced by nervous system regulation.

Neuro-inclusion is therefore not an HR initiative, but a core operational factor.

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