

Your star hire is about to walk.

She's the graduate you fought for. Top of her class, with the awards and internships to match. What you didn't see was the support structure. A 504 plan. Extra time. A quiet room.

When she graduated, it all vanished. So, she masks from 9-to-5 instead of asking for accommodation, afraid she'd be labeled as "difficult."

She's about to quit, and no one knows anything is wrong.



She's part of a bigger pattern.

Across every organization, close to 25% of employees quietly struggle to manage deadlines, juggle an IEP for a child, and mask their way through a one-size-fits-all workday. ***This isn't a performance problem. It's a support problem.***

The right support at the right moment — *before crisis hits.*

RethinkCare surrounds neurodivergent, disabled, and caregiving employees with daily support, addressing struggles before they become something bigger.

FOR EMPLOYEES

- ✓ 1:1 coaching with in-house BCBA's & specialists
- ✓ Skill building for focus, planning, & follow-through
- ✓ Communication & self-regulation support
- ✓ Navigation through complex care needs

69%

improved executive functioning & emotional regulation

79%

reduced costs tied to absenteeism, disability claims, or urgent care

Source: RethinkCare, The State of Neurodiversity in the Workplace 2026

FOR MANAGERS

- ✓ 1:1 coaching for leading neurodivergent talent
- ✓ Guidance for accommodation requests & documentation
- ✓ Scripts for support & performance conversations
- ✓ Self-paced training on leading & retaining neurodiverse teams

58%

reduction in HR incidents

21-28%

lower employee turnover

Source: RethinkCare, The State of Neurodiversity in the Workplace 2026



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190+

Countries

180

Languages

24/7

Always Available

Build the conditions for better work.

Talk to our team →

RethinkCare is your organization's front door for proactive neurodiversity and disability support. Partnership brings expertise and targeted resources designed to support, retain, and set up employees for success.