



Combined Autism and ADHD Diagnostic Assessment Employee Journey

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This information sheet details what a Combined Autism and ADHD Diagnostic Assessment Employee Journey is and what to expect from your sessions.

What is a Combined Autism and ADHD Diagnostic Assessment?

Your combined Autism and ADHD diagnostic assessment is a comprehensive evaluation process designed to determine whether you meet the diagnostic criteria for Autism, ADHD, or both. Autism and ADHD can share overlapping traits, strengths and impacts, and it is common for individuals to experience features of both. A combined assessment allows clinicians to consider these similarities and differences together, supporting a more accurate and holistic understanding of your experiences.

The assessment process involves a series of structured interviews, interactive assessment sessions, and the completion of questionnaires. All assessments are completed in line with NICE guidelines and are delivered by a multi-disciplinary team. This means you may meet clinicians from different professional backgrounds during the process.

The aim of the assessment is to understand your experiences from early development, throughout your lifetime, and how the traits you experience have impacted, and continue to impact, on your daily life. By gathering information across multiple sessions, the multi-disciplinary team can determine whether Autism, ADHD, both, or neither is the best fit for you.

Benefits of a Combined Assessment

Assessing Autism and ADHD together can offer several benefits, including:

- Reducing the need for **multiple or repeat assessments**
- Avoiding **duplication of questions and appointments**
- Supporting a **clearer and more accurate diagnostic outcome**
- Helping ensure recommendations and next steps are **timely and appropriate**
- Providing a more complete understanding of how different traits may interact or overlap

This approach helps ensure your assessment is proportionate, efficient, and focused on what is most helpful for you.

Potential Changes to the Assessment Pathway

Sometimes, as the assessment progresses, the clinical picture becomes clearer. This may mean that only one assessment is required, or that additional assessment input is needed. Any changes to your assessment pathway will be clearly explained to you by your clinician, and you will have the opportunity to ask questions.

Involving an Informant

As part of the assessment process, it is best practice to involve an **informant**, someone who knows you well and has known you for a long time. This is ideally a parent or sibling, but may also be a partner, close friend, or someone else who has had a longstanding relationship with you.

An informant can provide an additional perspective on your experiences across different settings and stages of life. This helps clinicians build a fuller picture and identify patterns of traits, differences, strengths, and impacts over time, alongside the information you share yourself.

Where possible, an informant may be invited to attend **one or both of the diagnostic interview sessions**, and/or to complete an **informant questionnaire**. We understand that it is not always possible for an informant to attend, or that there may be personal reasons why you do not wish to involve someone else. If this is the case, the assessment can still go ahead, and this can be discussed with your clinician.

Providing Additional Information from Childhood or Earlier Years

Where possible, it may also be helpful to provide **copies of older records**, such as school reports or any relevant health or support reports from childhood or younger years (for example, SEN or speech and language reports), if you have access to them and feel they reflect your experiences.

This information can offer valuable insight into how certain traits, strengths, or differences may have been present earlier in life and how these have evolved over time. It can help clinicians identify patterns and provide additional context to the information you share during the assessment.

These records can be **particularly helpful if an informant is not involved**, as they provide an alternative source of third-party information. Sharing any additional reports is entirely optional, and your clinician will advise you on whether they are useful and how to submit them if you choose to do so.

What Happens Before My Assessment?

Before your assessment, our administrative team will contact you to arrange appointment dates and provide links for virtual sessions.

You will be asked to complete **pre-assessment questionnaires** and **standardised screening tools**. These should be completed as fully as possible and returned at least **five working days** before your first appointment.

It will also be helpful to discuss dates of your **interview sessions** with your informant so plans can be made for them to join.

What Happens During My Assessment?

Your combined Autism and ADHD assessment takes place over several appointments. Each session focuses on a different part of understanding your experiences.

Important

Before your assessment, please make sure you have:

- A quiet space, free from disruptions and interruptions
- Good lighting, this can be natural or artificial
- A good internet connection
- A personal device with audio and a microphone
- A drink of water

Session 1: Initial Assessment (90 minutes)

This session allows you to meet your lead clinician and discuss what has led you to seek an assessment. Your clinician will have reviewed your questionnaires beforehand and will further explore your developmental history, education, work and daily life, and ask about your current wellbeing. The assessment process and next steps will also be explained. They will also discuss whether an informant will be attending the follow up interviews and support with planning for them to attend.

Session 2: Autism Clinical Interview (approximately 3 hours)

This is a detailed clinical interview focusing on experiences commonly associated with autism. You will be asked about early development, communication, social experiences, routines, interests, and sensory experiences. Where possible, this session may also be attended by an informant who knows you well.

Session 3: ADHD (DIVA) Interview (approximately 2 hours)

This structured interview explores experiences associated with ADHD across both childhood and adulthood. Areas discussed include attention, organisation, impulsivity, activity levels,

and the impact of these on everyday life. Where possible, this session may also be attended by an informant who knows you well.

Session 4: Autism Observation (Approximately 1 hour)

In this session, you will be joined by **two clinicians** in a semi-structured and supportive setting. One clinician will lead the session and interact with you, while the other clinician will observe and make notes. This helps ensure that observations are careful, balanced, and informed by different professional perspectives.

This session is **not an interview** and does not involve direct questioning in the way the earlier diagnostic interviews do. Instead, it is designed to allow clinicians to observe communication, interaction, and problem-solving styles in a **less formal setting**. You may take part in discussion and some brief, structured activities, but there are **no right or wrong answers**, and this is not a test.

Although this is not an interview, some topics may naturally overlap with areas you have already discussed during your more structured assessment sessions. You do not need to prepare anything in advance for this appointment. Your clinicians will guide the session and explain any tasks or activities as you go.

Multidisciplinary Team Review

Once all assessment sessions are complete, the clinicians involved will meet as a multidisciplinary team to review the information gathered. This discussion supports shared decision-making and ensures a balanced and thorough assessment outcome. You will not attend this stage.

Additional Information Gathering (If Required)

In some cases, clinicians may need to gather additional information to ensure the assessment remains accurate and appropriate. This may be an additional session with you, a request to complete an additional questionnaire or a follow up call with an informant. If this is required, it will be discussed with you clearly by your clinician along with any changes to timeframes or appointment times.

Session 5: Feedback Session (approximately 30 minutes)

During your feedback session, the outcome of your assessment will be shared with you. Your clinician will explain the conclusions, answer questions, and discuss recommendations and next steps. This may be attended by just one or two clinicians who have been involved in your assessment. You are welcome to bring someone with you to this session if you wish.

Your Diagnostic Report

Once all assessment sessions are completed, the clinicians involved will review the information gathered and contribute to a **full diagnostic report**. This report will summarise the information you shared, clinical observations, diagnostic considerations, and any diagnoses given. It will also include personalised recommendations and next steps.

You will usually receive your diagnostic report within **10 - 15 working days**. Once you receive your report, we recommend taking some time to read through it and reflect on the information provided.

With your consent, a **summary report** will also be generated for your employer. This will briefly outline the diagnostic conclusion, key information, and summary recommendations.

We recommend taking some time to discuss the outcome of your assessment with your line manager/referrer, if you feel comfortable doing so.

Understanding Assessment Outcomes

Taking part in a diagnostic assessment does **not guarantee a diagnosis**. The purpose of the assessment is to understand your experiences as fully and accurately as possible, rather than to reach a particular outcome.

In some cases, the assessment may indicate that your experiences are better explained by other factors or conditions, or that you do not meet the full diagnostic criteria for Autism, ADHD, or both. Where a diagnosis is not given, this will be **fully and sensitively explained to you** during your feedback session and explained in detail in your report.

Your clinician will talk through:

- How the assessment outcome was reached
- The information and observations considered
- Other possible explanations or contributing factors
- How your experiences and difficulties are understood

Regardless of the outcome, you will still receive **clear feedback, recommendations, and appropriate signposting** to support you moving forward. The focus throughout the process is on helping you better understand your experiences and identifying helpful next steps, whether or not a formal diagnosis is made.

Potential Next Steps

Following your assessment, a range of supportive options may be discussed with you, depending on your needs, preferences, and the assessment outcome.

Post-Diagnostic Support

Where a diagnosis is given Post-Diagnostic support involves up to **four sessions** with a clinician experienced in neurodivergence. These sessions provide an opportunity to:

- Talk through your assessment outcome in more depth
- Reflect on what the diagnosis means for you
- Develop understanding of your strengths and needs
- Consider next steps and appropriate support options

Clinicians can also signpost you to additional sources of support, where helpful.

Please note access to this service may require additional authorisation from your employer however additional information will be provided should you be referred on for this service.

Psychological Support – Mental Health

Neurodivergence-informed psychological therapy may be recommended where there are co-occurring mental health needs. Support can include interventions for anxiety, depression, obsessive-compulsive difficulties, and other challenges commonly experienced by autistic and/or ADHD individuals, such as sleep difficulties, low self-esteem, or emotional regulation.

This usually begins with an initial assessment to establish your needs, followed by recommendations for further therapeutic sessions, where appropriate.

Workplace Needs Assessment (WPA)

Where your assessment identifies an impact on your work, a **Workplace Needs Assessment** may be recommended. This is a structured and objective assessment that looks holistically at your strengths, needs, and working environment. The aim is to identify reasonable adjustments that could help you work more comfortably and effectively.

ADHD Medication and Titration

If a diagnosis of ADHD is identified, and medication is something you would like to explore as a possible treatment option, you may be referred to an ADHD titration service. Titration involves careful assessment and monitoring to determine whether medication is suitable for you and, if so, at what dose.

Medication is **not suitable for everyone**, and whether this is an appropriate option will depend on a number of factors, including your health history, current circumstances, and clinical recommendations. This will be discussed with you and detailed information provided to you following your assessment so you can make an informed decision.

Please note this is **self-funded service only** and the costs will **not** be covered by your employer. Detailed additional information will be provided should be referred on for this service.

Frequently Asked Questions

What if I need to change my appointment?

We understand that sometimes circumstances change. If you need to cancel or rearrange an appointment, please let us know **at least 48 hours in advance** where possible by contacting wpateam@healthpartners.uk.com.

Where sessions are cancelled at short notice or not attended, this can result in cancellation fees and may also lead to **delays in completing your assessment**, as appointments often involve coordinating availability across multiple clinicians. Where possible, we kindly ask that you aim to attend all scheduled sessions to help your assessment progress as smoothly as possible.

What should I do if I require adjustments for my assessment?

If you require any adjustments to support you during your assessment, please contact us as early as possible so we can plan appropriately. You can email wpateam@healthpartners.uk.com or call **01273 013771**.

Does my employer have to know about my assessment?

Yes, your employer will have made the referral and will therefore be aware of the date and time of your assessment. Often, the referrer may be someone within HR or Occupational Health. It is your choice whether you share details of your assessment with your line manager.

Who should I contact regarding my appointment?

If you have any queries regarding your appointments or the assessment process, please contact wpateam@healthpartners.uk.com.

How will my assessment be conducted?

Your assessment will be carried out remotely using secure video conferencing, via **Microsoft Teams**. You will be sent a link for each appointment. Please ensure you follow the joining instructions provided, as this is required for the assessment to take place.

I have feedback for my assessor – what can I do?

We want to ensure your experience with us is as positive and supportive as possible, and we welcome feedback. After you receive your diagnostic report, you will be sent a feedback questionnaire, which gives you the opportunity to share your experience with us.

What if I have questions after I receive my report?

If you have any questions or would like further clarification following receipt of your report, please contact wpateam@healthpartners.uk.com, and a member of the team will be happy to assist.

