



NEURO-INCLUSIVE
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European Palettes



The term **neurodivergent** is used to describe individuals with one or more neurotypes {different diagnoses and conditions, such as autism, dyslexia, ADHD, etc} and also includes a range of neurological challenges related to environmental causes, brain injury and mental health challenges.

Historical trends have shown that neurodivergents have been disadvantaged in terms of employment.

However, instead of seeing a natural variation of thinking as something 'broken' to be pathologised and 'fixed,' the rise of successful neurodivergent leaders have championed the strengths — and potential commercial advantage — of neuro-divergent thinking.

Milliken and HCG have created a guide that brings together their expertise and experiences, the latest understanding of divergent neurological requirements and the real-world experiences of their study participants to form some considerations for the tangible, operational, and cultural aspects of workplace design. If you would like to read the guide in its entirety, click the button below:

DESIGNING A NEURO-INCLUSIVE WORKPLACE

A WHITE PAPER

We all have preferences and tolerances to temperature, light, sounds and smells. Below are just a few considerations for both design and operations when creating a Neuro-Inclusive workplace.

To learn more about designing a Neuro-Inclusive workplace, check out Milliken's White Paper on the subject using the button on the previous page.

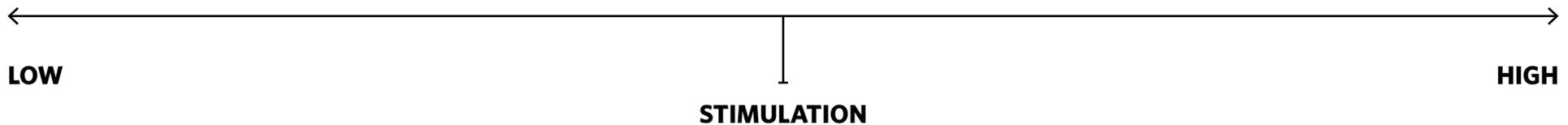
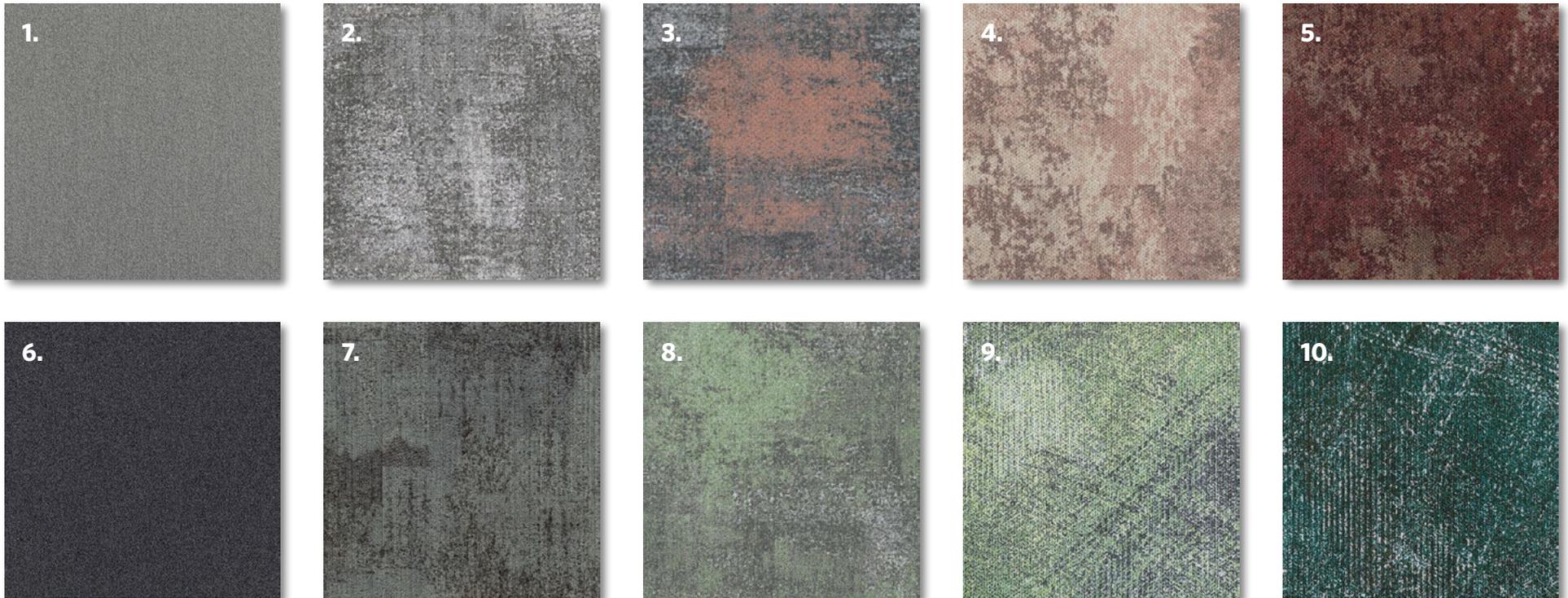
NEURO-INCLUSIVE CONSIDERATIONS



- 1) Reds, blues and yellows in their full intensity should be avoided
- 2) Vivid or fluorescent colors on the opposite side of the color wheel, when used together, can create a shimmer or moving effect that can be disorienting
- 3) Colors and textures found in nature are calming and soothing
- 4) Muted palettes are also soothing
- 5) Incorporate low-stimulating color schemes throughout and create deliberate specific areas of high stimulation
- 6) Patterns that occur in nature such as biomorphic shapes create visual noise.
- 7) The most common form of color blindness is red/green (1 in 12 men and 1 in 200 women are color blind)
- 8) ADHD adults tend to struggle with blue/yellow recognition

NEURO-INCLUSIVE REGIONAL PALETTES

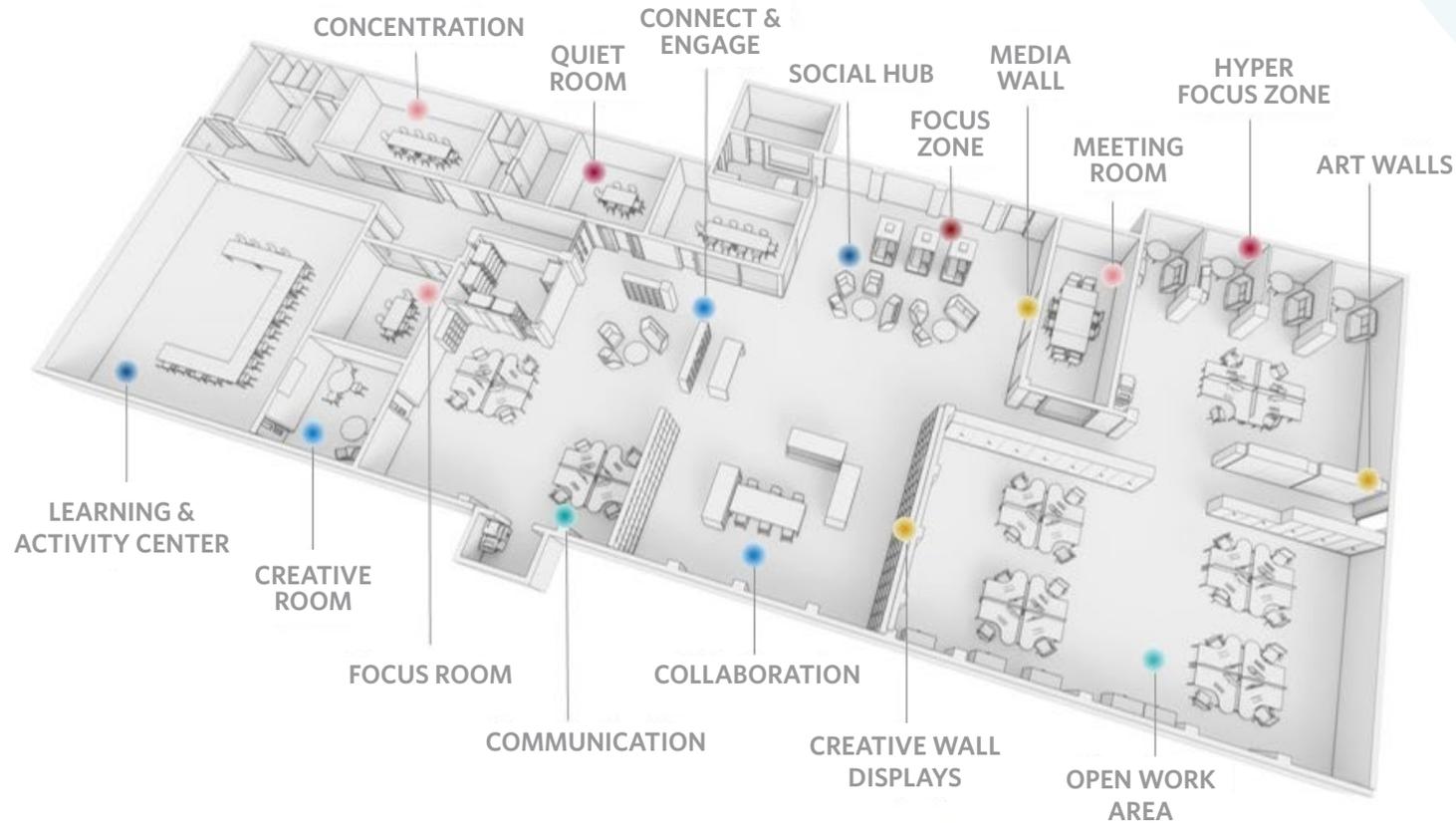
Explore collection details at millikenfloors.com



- 1. Formwork 3.0 in Pinnacle (FMK13 Pinnacle); 2. Urban Sketch in Gentle Moonlight (URS05-215-180); 3. Urban Vista in Fire Opal (URV05-221-180); 4. Down to Earth Grounded in Fallow (GND212-236); 5. Down to Earth Grounded in Mullberry (GND235-179-60); 6. Formwork in Grade (FWK119); 7. Dissident in Cinder (DST27-174); 8. Urban Vista in Cool Spearmint (URV05-172-180); 9. Coastline Landscape in Shoal (LND73-240); 10. Coastline Landscape in Maritime (LND118-125)**

DEFINING INCLUSIVE SPACES

See the diagram below to better identify which spaces are apt to sensory input and which spaces are not.



HYPERSENSITIVE

Highly sensitive to sensory input, often would like less

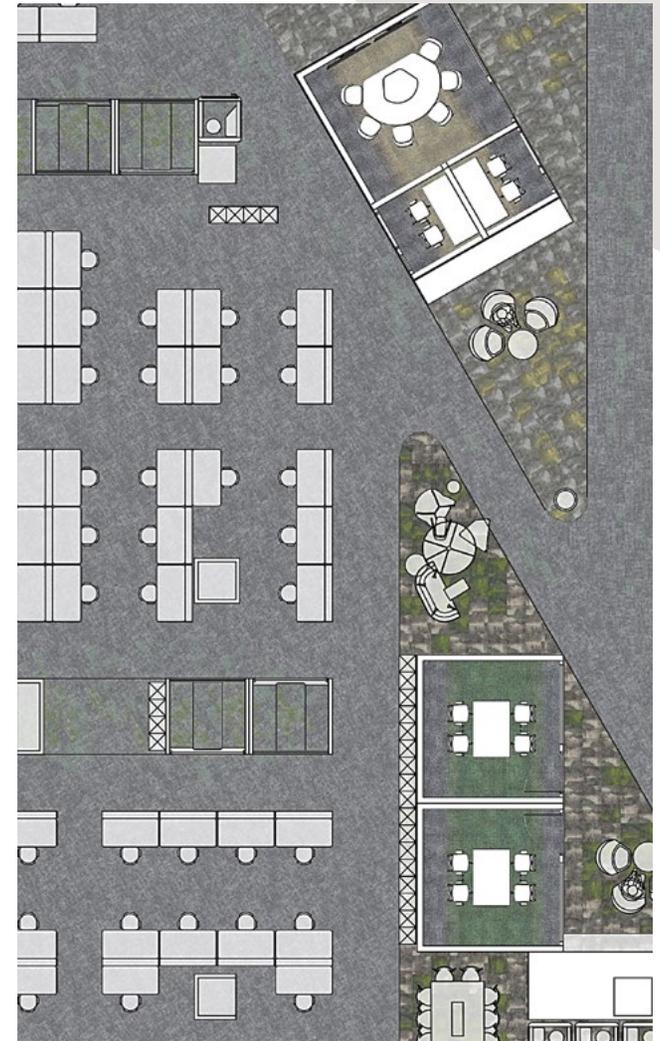
HYPOSENSITIVE

More sensory input is required, often seeks more

DEFINING INCLUSIVE SPACES

Create microenvironments that enable people to find the right level of visual stimulation for them.

- Community
- Collaboration
- Communication
- Concentration



Deliberately design more active/noisy zones with quieter/low-traffic ones to provide variety and choice.

DEFINING INCLUSIVE SPACES

Create microenvironments that enable people to find the right level of visual stimulation for them.

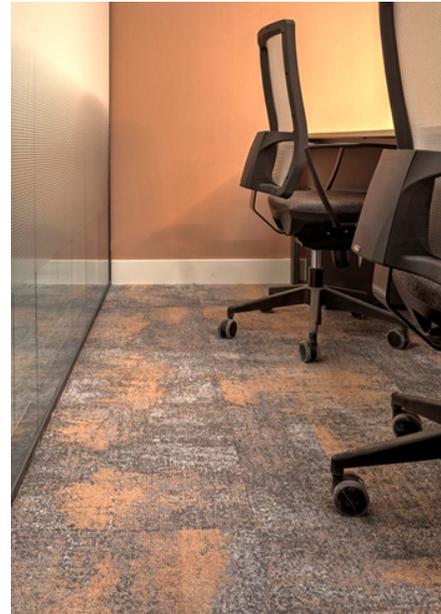
LOW STIMULATION FOCUS AREAS



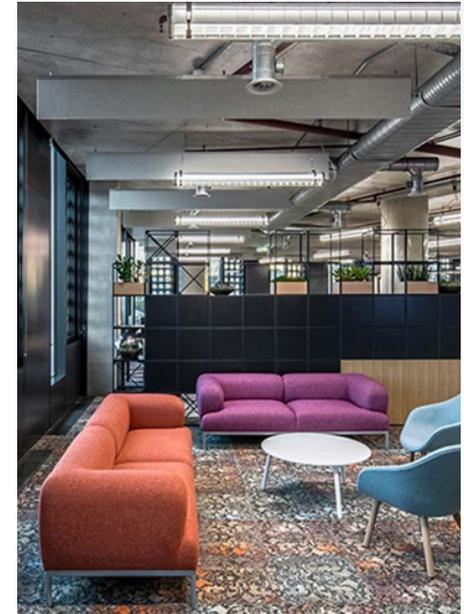
MEDIUM STIMULATION CONCENTRATION AREAS



MEDIUM STIMULATION COLLABORATION AREAS



HIGH STIMULATION BREAK OUT AREAS



HYPERSENSITIVE

Highly sensitive to sensory input,
often would like less

HYPOSENSITIVE

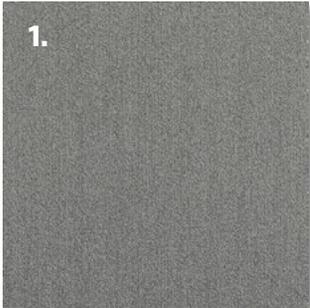
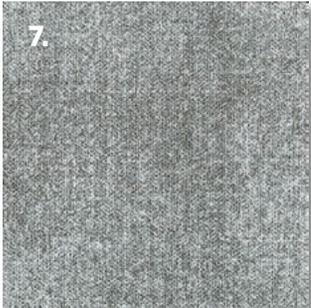
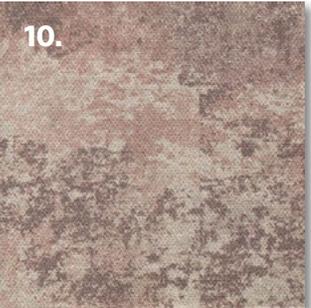
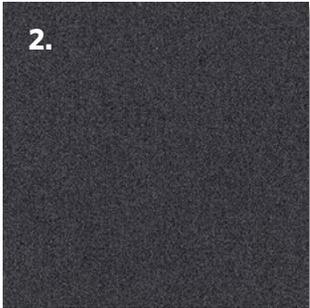
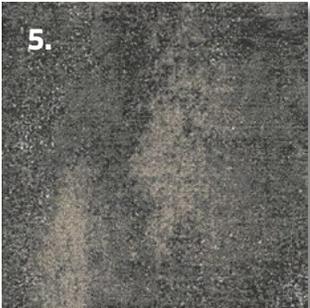
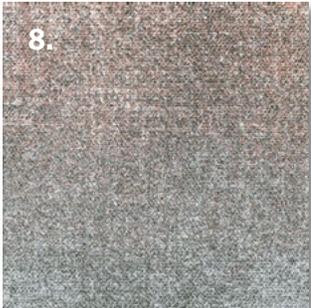
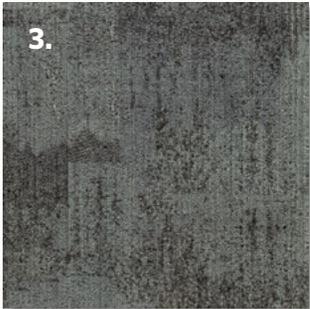
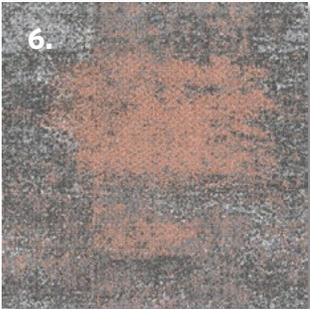
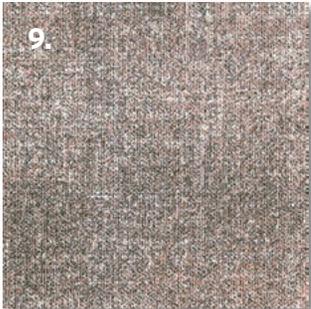
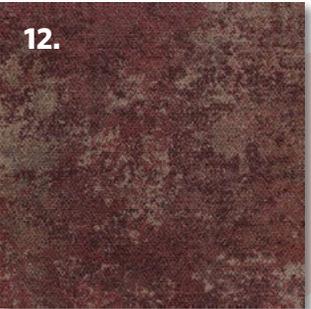
More sensory input is required,
often seeks more

Don't assume quiet/focused spaces should be one person booths which can sometimes feel claustrophobic — sometimes people want the company, just not the noise, so library zones can work very well in this instance.



Warm Palette - Blush

Warm Palette - Blush

	LOW STIMULATION/ FOCUS AREAS	MEDIUM STIMULATION/ LARGE AREAS	HIGH STIMULATION/ BREAK OUT AREAS	
	SOLID	ORGANIC	GRADATION	PATTERN
LIGHT	1. 	4. 	7. 	10. 
DARK	2. 	5. 	8. 	11. 
ACCENT	3. 	6. 	9. 	12. 

Explore collection details at milikenfloors.com

1. Formwork 3.0 in Pinnacle (FMK13); 2. Formwork 3.0 in Grade (FWK119); 3. Dissident 2.0 in Cinder (DST27-174); 4. Urban Sketch in Gentle Moonlight (URS05-215-180) 5. Urban Sketch in Soot Ash (URS27-174); 6. Urban Vista in Fire Opal (URV05-221-180); 7. Seascape in Lighthouse (SEA215-153); 8. Seascape Transition in Lighthouse / Scallop (SET215-153/153-261); 9. Seascape in Scallop (SEA153-261); 10. Grounded in Fallow (GND212-236); 11. Grounded in Foxglove (GND120-261-143); 12. Grounded in Mulberry (GND235-179-60)

Warm Palette - Blush

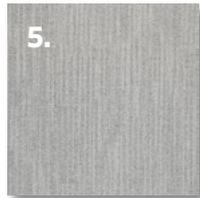
CONCENTRATION

COMMUNICATION

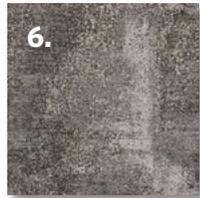
COLLABORATION

COMMUNITY

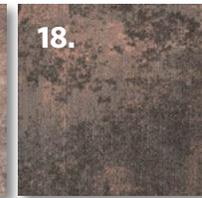
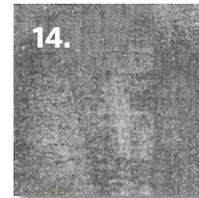
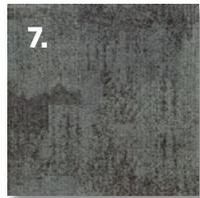
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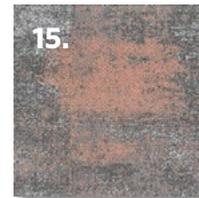
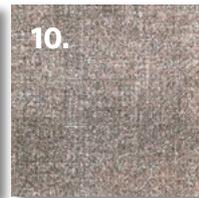
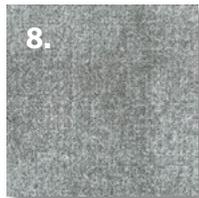
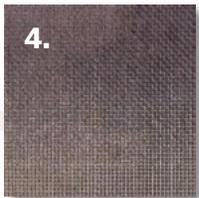
MEDIUM



DARK



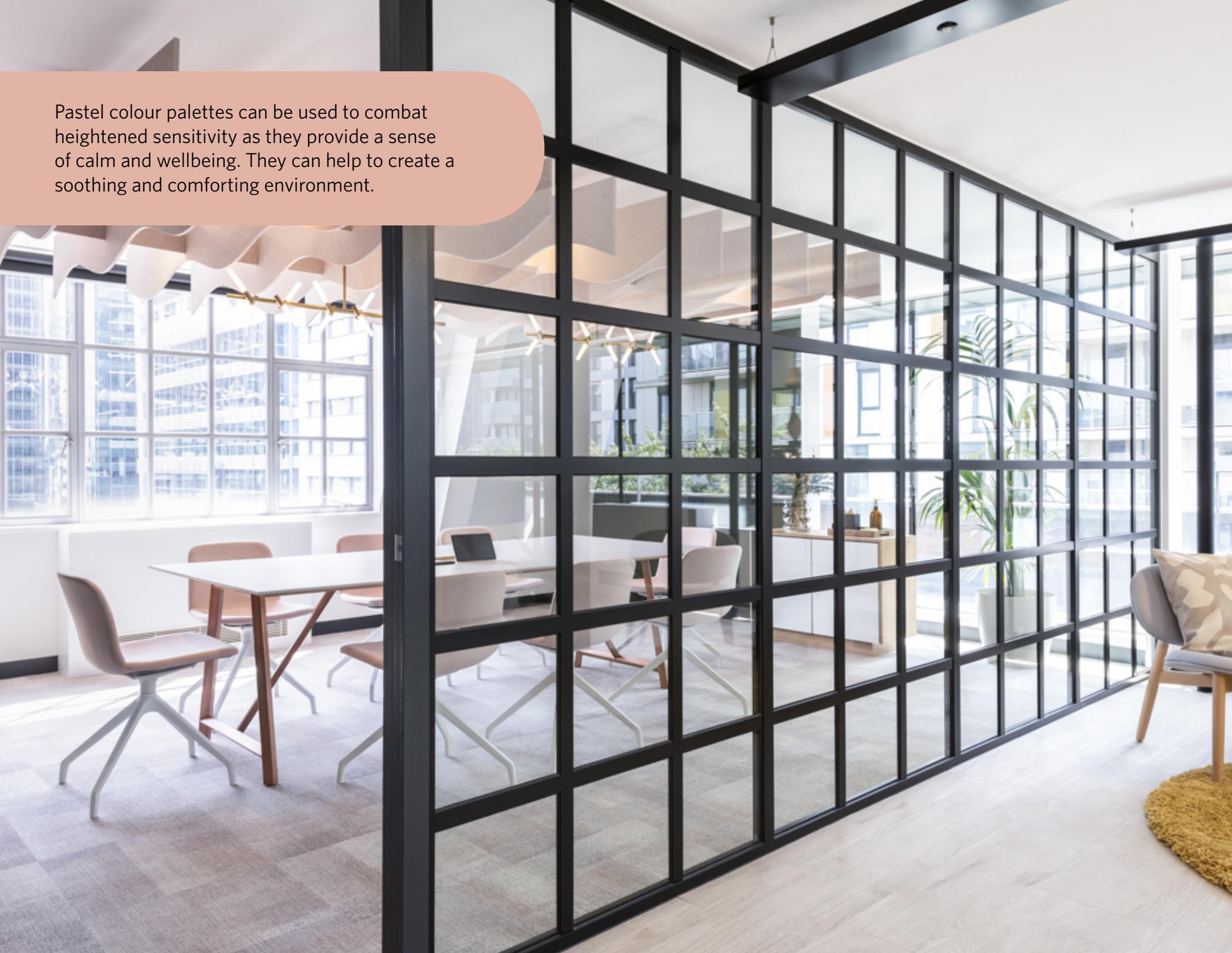
ACCENT



Explore collection details at milikenfloors.com

1. Formwork 3.0 in Pinnacle (FMK13); 2. Field Study in Muddy Boots (FSY13); 3. Formwork 3.0 in Grade (FMK119); 4. Modern Maker in Berry (MMK253-148-68); 5. Isograd in Oslo (IGD144-06); 6. Urban Sketch in Oyster Shell (URS180-153); 7. Dissident 2.0 in Cinder (DST27-174); 8. Seascape in Lighthouse (SEA215-153); 9. Seascape in Lighthouse/Scallop (SET215-153/153-261); 10. Seascape in Scallop (SEA153-261); 11. Colour Compositions in Opal (CMP250); 12. Colour Compositions in Opal / Gossamer (CMO236/250); 13. Colour Compositions in Gossamer (CMP236); 14. Urban Sketch in Gentle Moonlight (URS05-215-180); 15. Urban Sketch in Fire Opal (URV05-221-180); 16. Wireframe in Mulberry (WFR38-239); 17. Grounded in Fallow (GND212-236); 18. Grounded in Foxglove (GND120-261-143); 19. Grounded in Mulberry (GND235-179-60); 20. Colour Compositions in Tracery / Abstraction (CMP179/120); 21. Colour Compositions in Abstraction (CMP179)

Pastel colour palettes can be used to combat heightened sensitivity as they provide a sense of calm and wellbeing. They can help to create a soothing and comforting environment.



Neurodivergent brains may have low-contrast sensitivity. Color blindness and even many neurotypical brains can be better supported with higher contrast designs.



Utilising higher contrast designs in a conference or work room can help neurodivergents with low-contrast sensitivity or who prefer higher stimulation visuals in a work setting.

Start design with acoustics in mind; fashionable hard surfaces like metal, glass and stone will increase reverberation and noise levels so use sparingly or mindfully with other softer materials.



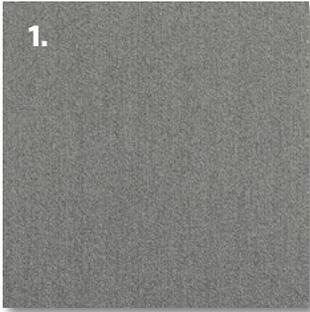
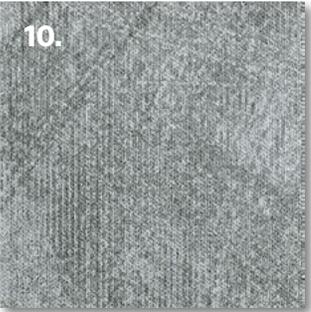
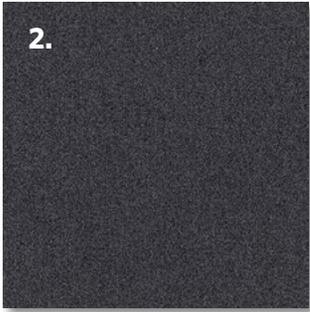
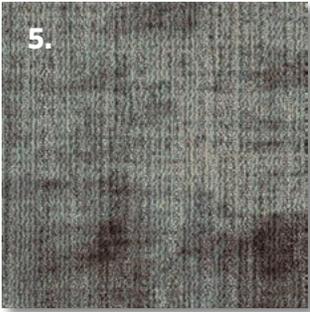
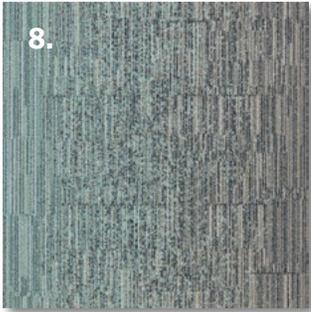
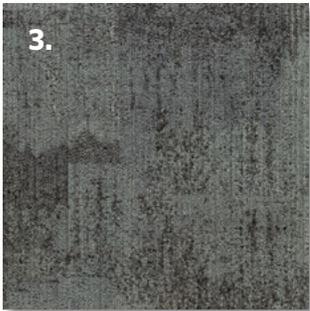
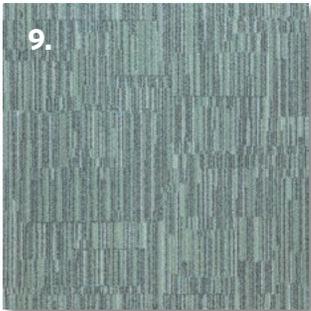
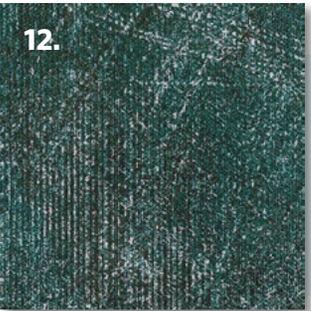
Using softer finishes like carpet throughout an area with mixed finishes can help with acoustics in the space.

Mixing different products types to designate a clear walking path helps with orientation and keeps unnecessary traffic low through work areas.

Cool Palette - Teal



Cool Palette - Teal

	LOW STIMULATION/ FOCUS AREAS		MEDIUM STIMULATION/ LARGE AREAS	HIGH STIMULATION/ BREAK OUT AREAS
	SOLID	ORGANIC	GRADATION	PATTERN
LIGHT	1. 	4. 	7. 	10. 
DARK	2. 	5. 	8. 	11. 
ACCENT	3. 	6. 	9. 	12. 

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1. Formwork 3.0 in Pinnacle (FMK13); 2. Formwork 3.0 in Grade (FMK119); 3. Dissident 2.0 in Cinder (DST27-174); 4. Urban Sketch in Gentle Moonlight (URS05-215-180); 5. Compound Magic in Blurring Pigment (COM172-10-132); 6. Urban Vista in Cool Spearmint (URV05-172-180); 7. Laylines in Sweater (LLN173-06); 8. Laylines Transition in Brisk / Sweater (LLT101-132/173-06); 9. Laylines in Brisk (LLN101-132); 10. Landscape in Lighthouse (LND118-153); 11. Landscape in Shoal (LND73-240); 12. Landscape in Maritime (LND118-125)

Cool Palette - Teal

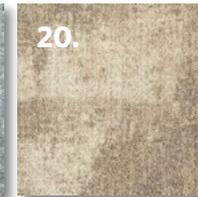
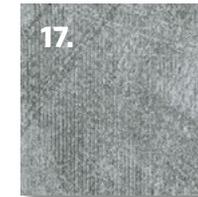
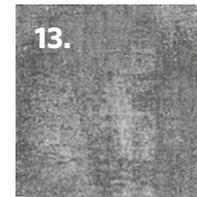
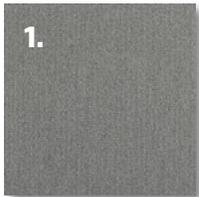
CONCENTRATION

COMMUNICATION

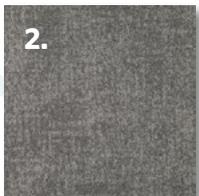
COLLABORATION

COMMUNITY

LIGHT



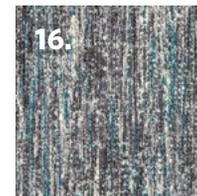
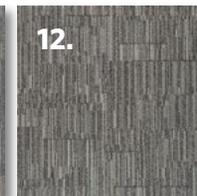
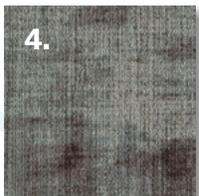
MEDIUM



DARK



ACCENT



1. Formwork 3.0 in Pinnacle (FMK13); 2. Field Study in Muddy Boots (FSY13); 3. Formwork 3.0 in Grade (FMK119); 4. Compound Magic in Blurring Pigment (COM172-10-132); 5. Colour Compositions in Celestial /Blend (CMP172/171); 6. Colour Compositions in Blend (CMP172); 7. Colour Compositions in Chamios / Blend (CMP172/165); 8. Dissident Transition in Renovation / Urban Myth (DTR13-132/13-119); 9. Dissident 2.0 in Urban Myth (DST13-119); 10. Laylines in Brisk (LLN101-132); 11. Laylines Transition in Brisk / Sweater (LLT101-132/173-06); 12. Laylines in Sweater (LLN173-06) 13. Urban Sketch in Gentle Moonlight (URS05-215-180); 14. Urban Vista in Cool Spearmint (URV05-172-180); 15. Earth Science LVT in Precious (ESN152); 16. Simple Lines Colour Pop in Teal (SLP229-133-180); 17. Landscape in Lighthouse (LND118-153); 18. Landscape in Shoal (LND73-240); 19. Landscape in Maritime (LND118-125); 20. Urban Sketch in Mineral Stone (URS217-05-21); 21. Urban Scene in Peacock Teal (URC13-201-21); 22. Floor Filler in Club (FFR51-201)

Consider describing the anticipated noise levels as part of the description of spaces: color-code 'loud/busy' zones from 'quieter/segregated' zones to help colleagues way-find.



You may also consider Milliken's products which value the benefits of acoustically sound technology while providing you with products that stand the test of sound.

Reduce visual content in areas where concentration is required or there will be other content that requires processing (such as displays, signage or transition spaces).



Choosing a tonal, contrasting neutral style with less pattern is an easy way to reduce visual content in a space.

Create microenvironments that enable people to find the right level of visual stimulation for them.



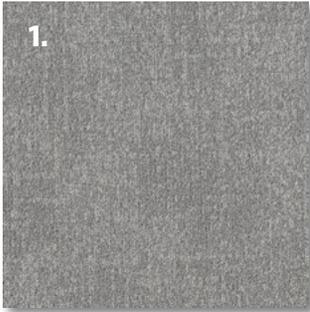
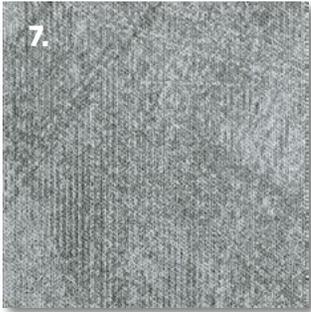
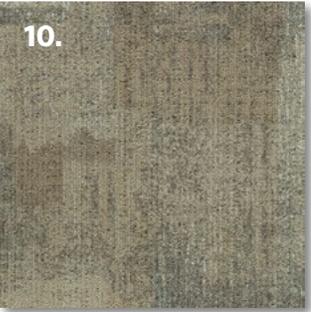
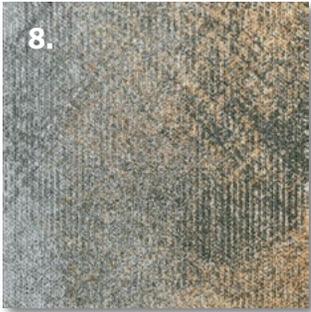
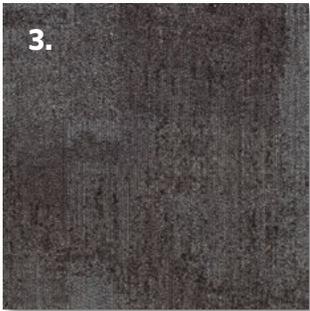
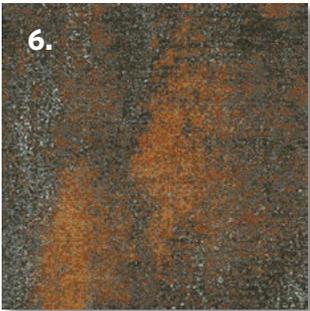
Some closed off rooms for conferencing or single person work may utilise medium or high stimulation options for those who are energised by higher levels of stimulation.

Consider the starting point - if reception is not at the starting point, ensure there is immediate clarity on getting there to prevent immediate confusion and disorientation.



Warm Palette - Rust

Warm Palette - Rust

	LOW STIMULATION/ FOCUS AREAS	MEDIUM STIMULATION/ LARGE AREAS	HIGH STIMULATION/ BREAK OUT AREAS	
	SOLID	ORGANIC	GRADATION	
			PATTERN	
LIGHT	1. 	4. 	7. 	10. 
DARK	2. 	5. 	8. 	11. 
ACCENT	3. 	6. 	9. 	12. 

1. Field Study in Wind Vane (FSY05); 2. Formwork 3.0 in Grade (FMK119); 3. Dissident 2.0 in Urban Myth (DST13-119); 4. Urban Vista in Parched Sand (URV05-219-180); 5. Urban Sketch in Soot Ash (URS27-174); 6. Urban Portrait in Autumn Sunset (URP133-190-05); 7. Landscape in Lighthouse (LND118-153); 8. Landscape Transition in Lighthouse / Urchin (LNT118-153/13-126); 9. Landscape in Urchin (LND13-216); 10. Dissident 2.0 in Penthouse (DST153-122); 11. Wireframe Expression in Loft / Cognac (WFE79-174/57-214) 12. Modern Maker in Copper (MMK15-223-222)

Warm Palette - Rust

LOW STIMULATION/ FOCUS AREAS

MEDIUM STIMULATION/LARGE AREAS

HIGH STIMULATION/ BREAK OUT AREAS

CONCENTRATION

COMMUNICATION

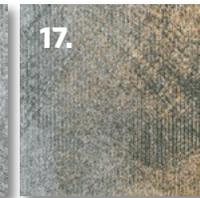
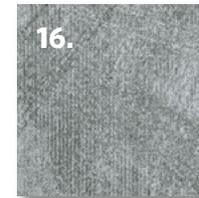
COLLABORATION

COMMUNITY

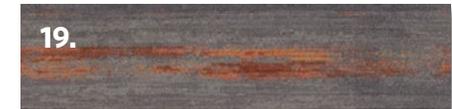
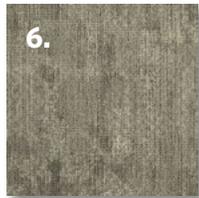
LIGHT



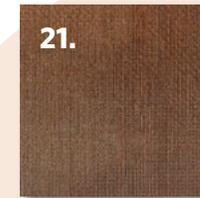
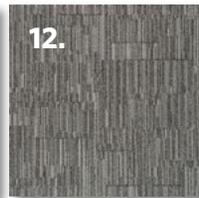
MEDIUM



DARK



ACCENT



1. Isograd in Oslo (IGD144-06); 2 Field Study in Wind Vane (FSY05); 3. Formwork 3.0 in Grade (FMK119); 4. Wireframe Expression in Loft/Cognac (WFE79-174/57-214);
 5. Poise Retold in Silence (PRT212-220-144); 6. Poise Retold in Stature (PRT217-145-259); 7. Laylines in Maize (LLN18); 8. Dissident in BoomTown (DST153-144);
 9. Dissident 2.0 in Penthouse (DST153-122); 10. Dissident 2.0 in Cinder (DST27-174); 11. Laylines Transition in Maize / Sweater (LLT18/173-06); 12. Laylines in Sweater (LLN173-06);
 13. Urban Vista in Parched Sand (URV05-219-180); 14. Urban Sketch in Soot Ash (URS27-174); 15. Urban Portrait in Autumn Sunset (URP133-190-05); 16. Landscape in Lighthouse (LND118-153);
 17. Landscape Transitions in Lighthouse / Urchin (LNT118-153/13-216); 18. Landscape in Urchin (LND13-216); 19. Colour Compositions in Chamois / Impasto (CMP33/165);
 20. Colour Compositions in Chamois (CMP165); 21. Modern Maker in Copper (MMK15-223-222)

Utilising higher contrast designs in rich colour tones can create an enticing and energising work space. This can help neurodivergents with low-contrast sensitivity or those who prefer higher stimulation visuals in a work setting.



Muted colours are soothing and comforting and when combined with richer, intense tones; this creates a sophisticated workplace environment that is warm, welcoming and enjoyable to be in.

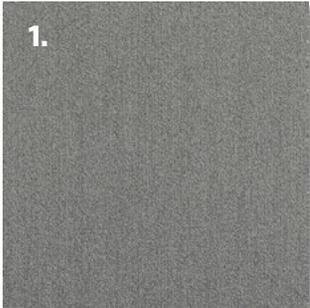
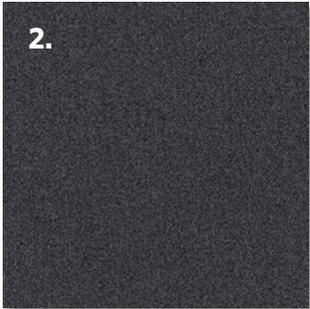
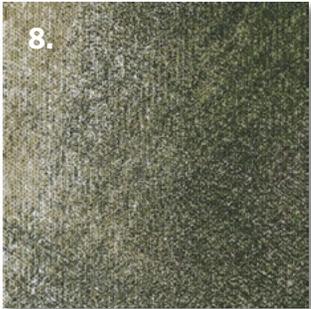
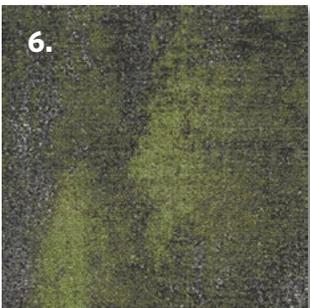
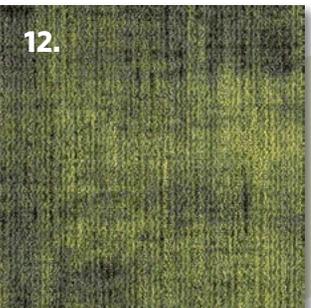


Patterns that occur in nature such as biomorphic shapes and curves create less visual 'noise', thought to be due to human evolution within natural landscapes.



Cool Palette - Green

Cool Palette - Green

	LOW STIMULATION/ FOCUS AREAS	MEDIUM STIMULATION/ LARGE AREAS	HIGH STIMULATION/ BREAK OUT AREAS	
	SOLID	ORGANIC	GRADATION	PATTERN
LIGHT	1. 	4. 	7. 	10. 
DARK	2. 	5. 	8. 	11. 
ACCENT	3. 	6. 	9. 	12. 

Explore collection details at milikenfloors.com

1. Formwork 3.0 in Pinnacle (FMK13); 2. Formwork 3.0 in Grade (FMK119); 3. Poise Retold in Stance (PRT144-94-87); 4. Urban Vista in Parched Sand (URV05-219-180); 5. Urban Sketch in Soot Ash (URS27-174); 6. Urban Portrait in Charteu Flint (URP133-141-05); 7. Landscape in Crush (LND153-15); 8. Landscape Transition in Crush / Samphire (LNT153-15/04-53-230); 9. Landscape in Samphire (LND04-53-230); 10. Compound Magic in Twisted Alloy (COM201-220-153); 11. Compound Magic in Secret Recipe (COM163-173-103); 12. Compound Magic in Essential Neon (COM53-62-103)

Cool Palette - Green

LOW STIMULATION/ FOCUS AREAS

CONCENTRATION

MEDIUM STIMULATION/LARGE AREAS

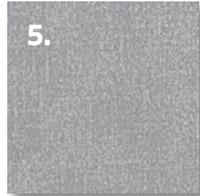
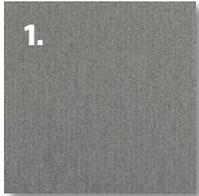
COMMUNICATION

COLLABORATION

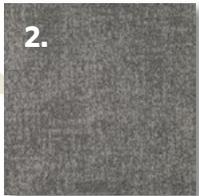
HIGH STIMULATION/ BREAK OUT AREAS

COMMUNITY

LIGHT



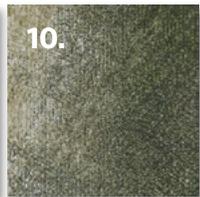
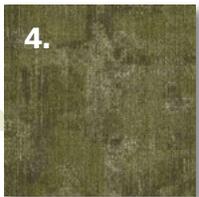
MEDIUM



DARK



ACCENT



Explore collection details at milkenfloors.com

1. Formwork in Pinnacle (FMK13); 2. Field Study in Muddy Boots (FSY13); 3. Formwork 3.0 in Grade (FMK119); 4. Poise Retold in Stance (PRT144-94-87); 5. Field Study in Silver Lakes (FSY139); 6. Colour Compositions in Opal (CMP250); 7. Colour Compositions in Opal / Seafoam (CMO240/250 Opal / Seafoam); 8. Colour Compositions in Seafoam (CMP240); 9. Landscape in Crush (LND153-15); 10. Landscape Transition in Crush / Samphire (LNT1153-15/04-53-230); 11. Landscape in Samphire (LND04-53-230); 12. Urban Vista in Parched Sand (URV05-219-180); 13. Urban Sketch in Soot Ash (URS27-174); 14. Urban Portrait (URP133-141-05); 15. Compound Magic in Twisted Alloy (COM201-220-153); 16. Compound Magic in Secret Recipe (COM163-173-103); 17. Compound Magic in Essential Neon (COM53-62-103); 18. Dissident 2.0 in Renewal (DST13-141); 19. Dissident 2.0 Transition in Renewal / Cinder (DTR13-141/27-174); 20. Dissident 2.0 in Cinder (DST27-174); 21. Geography Lesson in Green Meadows (GLN141)

Colours and textures found abundantly in nature are particularly calming and soothing; muted palettes and neutrals are neuro-friendly for all.



Choosing tonal, neutral colours with less pattern is an easy way to reduce visual content in a space. A subtle use of colour, materials and muted finishes, creates comforting, healing spaces.



Stronger colour and pattern can be used in social and collaborative areas however disorientating designs and bold colour combinations should be used with care to prevent sensory overload.



Complex patterns can be distracting and disorientating so the natural LVT surface patterns and colour tones gives a connection to nature and a sense of authenticity.



LVT Palette

LVT Palette

	LOW STIMULATION/ FOCUS AREAS		MEDIUM STIMULATION/ LARGE AREAS	HIGH STIMULATION/ BREAK OUT AREAS
	WOOD	STONE	PATTERN	ABSTRACT
LIGHT				
DARK				
ACCENT				

Heritage Wood in Honor (HER218); 2. Rootwork in Revere (RTW165); 3. Rootwork in Larch (RTW121);
4. Polished Concrete (POL144); 5. Polished Concrete (POL13); 6. Polished Concrete (POL55);
7. Power Grid in Cable (PWG171); 8. Power Grid in Station (PWG97); 9. Power Grid in Conduit (PWG15);
10. Eero in Drawing (EER108-215-209); 11. Eero in Cad (EER79-145-120); 12. Eero in Plan (EER25-144-208)

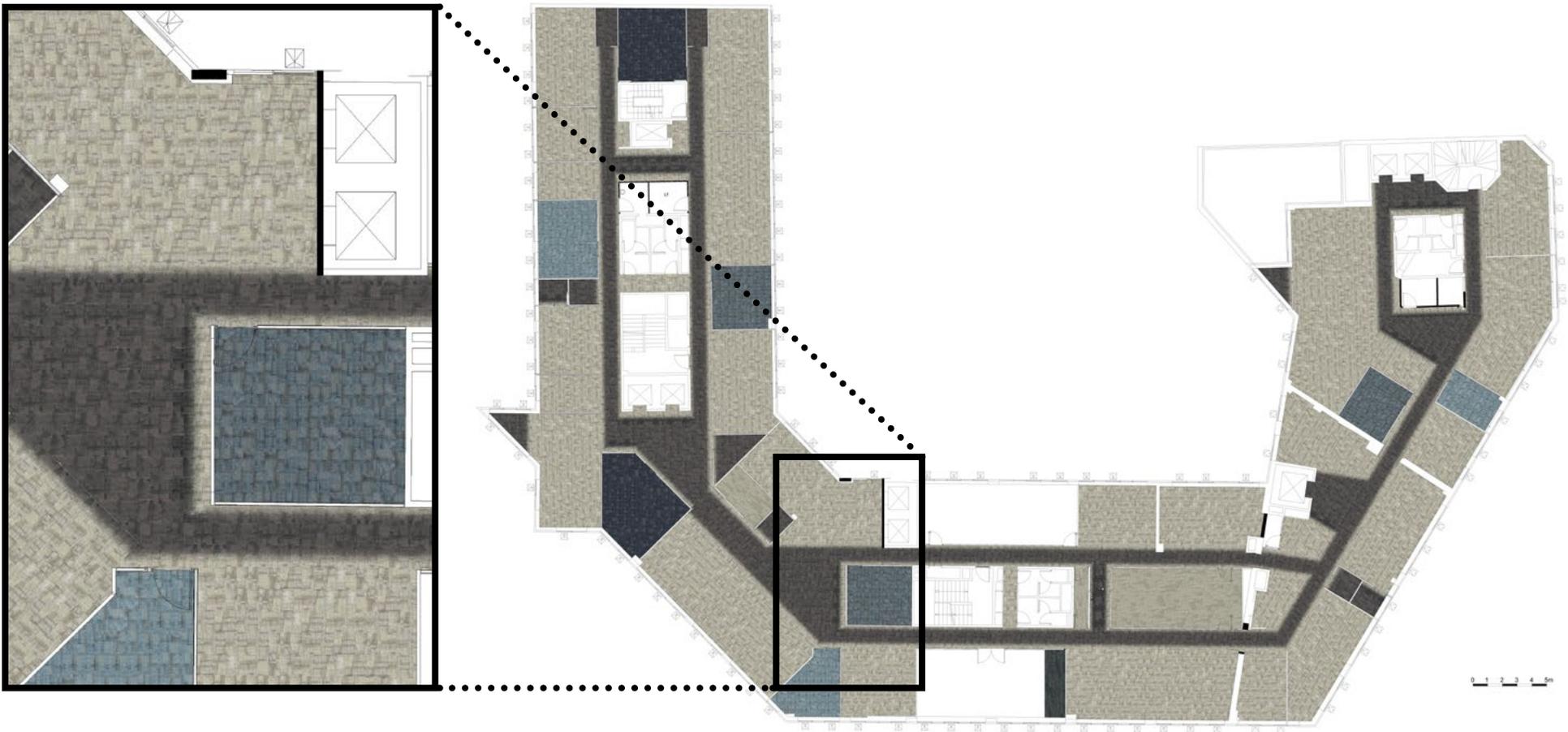
Creating a rhythm or pattern of design elements to create a recognisable coherence to support the orientation in the building but designing in deliberate but subtle differentiation to prevent disorientation.



Wayfinding

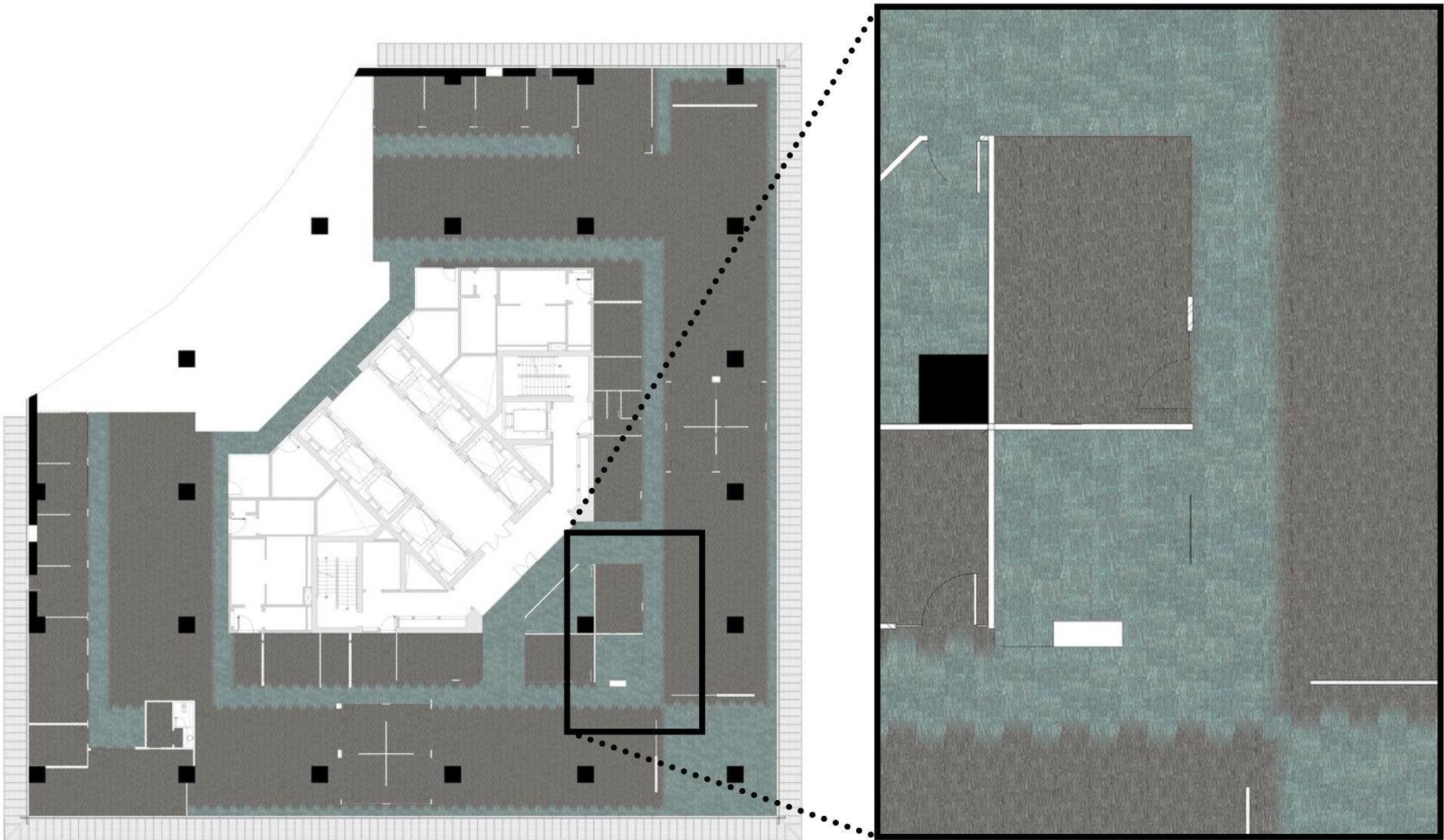
WAYFINDING

Use colour strategically to help with orientation and wayfinding.



WAYFINDING

Use colour strategically to help with orientation and wayfinding.



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