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What % of people in the world do you think are neurodivergent?  
Feel free to respond in chat

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**Hi! I'm Tracy!**  
Austin via Chicago  
PhD Human Development  
Neurodiversity coach  
Professional Certified Coach  
Train new ADHD coaches  
ND: Gifted & ADHD

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Vocabulary lesson

Neurodivergence as behavior


Neurodivergence as experience

Coaching neurodivergent folks

What else?

# Agenda

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Generalizing  
The  
Ungeneralizable

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## Vocabulary lesson

Neurodiversity: diversity of minds

Neurodiversity paradigm: no “normal” mind

Neuroindividuality: No two brains alike

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## Vocabulary lesson

### Neurodivergent

Significantly different from society’s “normal”

May be innate or acquired

Usually used to describe a single person

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## Vocabulary lesson

Neurodiverse: describes group with ND

Neurotypical: society's "normal"

Neurominority: groups of similar NDs

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## Vocabulary lesson

People first vs Identity first?

Listen and ask

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## Commonalities

<p><b>Executive Function</b></p> <p>Self-management</p> <p>Emotional dysregulation</p> <p>Attention differences</p>	<p><b>Spiky Profile</b></p> <p>Some high abilities</p> <p>Some low abilities</p> <p>Can't average</p>
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# Two Approaches

Medical and behavioral

Subjective and experiential

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Medical  
and  
Behavioral

A photograph of a woman with dark, curly hair holding a magnifying glass over her right eye. The magnifying glass enlarges her eye, making it the central focus of the image. She is wearing a green top. The background is dark and out of focus.

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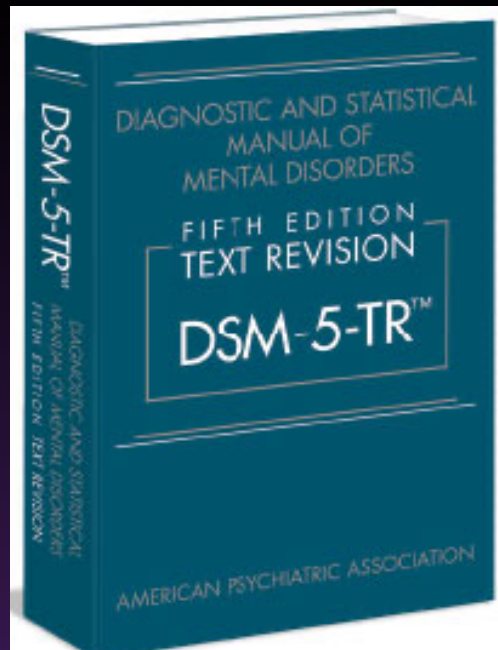
## Medical and Behavioral

Neurodivergences  
are  
biological  
differences  
in the brain



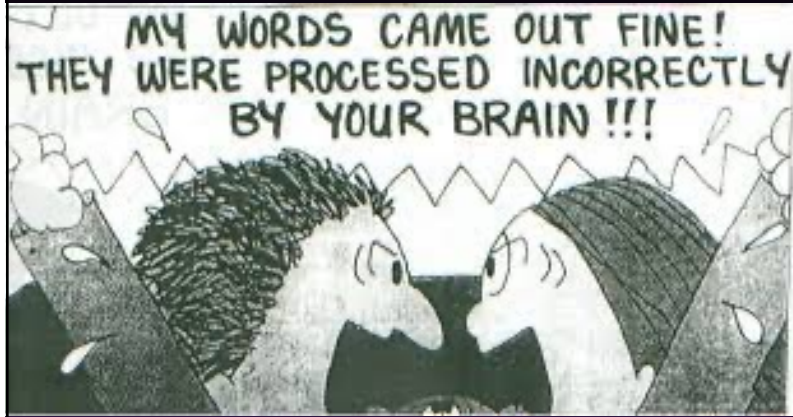
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## Medical and Behavioral



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# Subjective and Experiential

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# Subjective and Experiential

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Subjective  
and  
Experiential

20



Subjective  
and  
Experiential

21



If I'm so smart...  
Sensory stuff  
Urgency deficiency  
Time blind  
Trapped in my body  
Hyperfocus  
Emotional hits

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Questions  
so far?



Next: In Context for Coaching

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## Coaching is Perfect For Neurodivergent Folks!



- Individualized
- Client-led
- Strengths-based
- Problem-solving
- Transformative

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## Neurodivergent Lens Identification

“All over the place!”

Off on a tangent  
...again

“What was I saying?”

Overexplaining

Slower speech

Black and white  
thinking

Excited speech

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## Neurodivergent Lens Adaptations and Additions

“How can you get a dopamine kick?”

“What’s fun about that?”

Narrower  
open-ended  
questions

Goals → Changes

“What do you want to do before I see you again?”

“How will you remember this is what you want to do?”

Persistent, not consistent

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## Neurodivergent Lens Client Frustrations

“Have you ever tried using a planner?”

“It must not be important enough to you.”

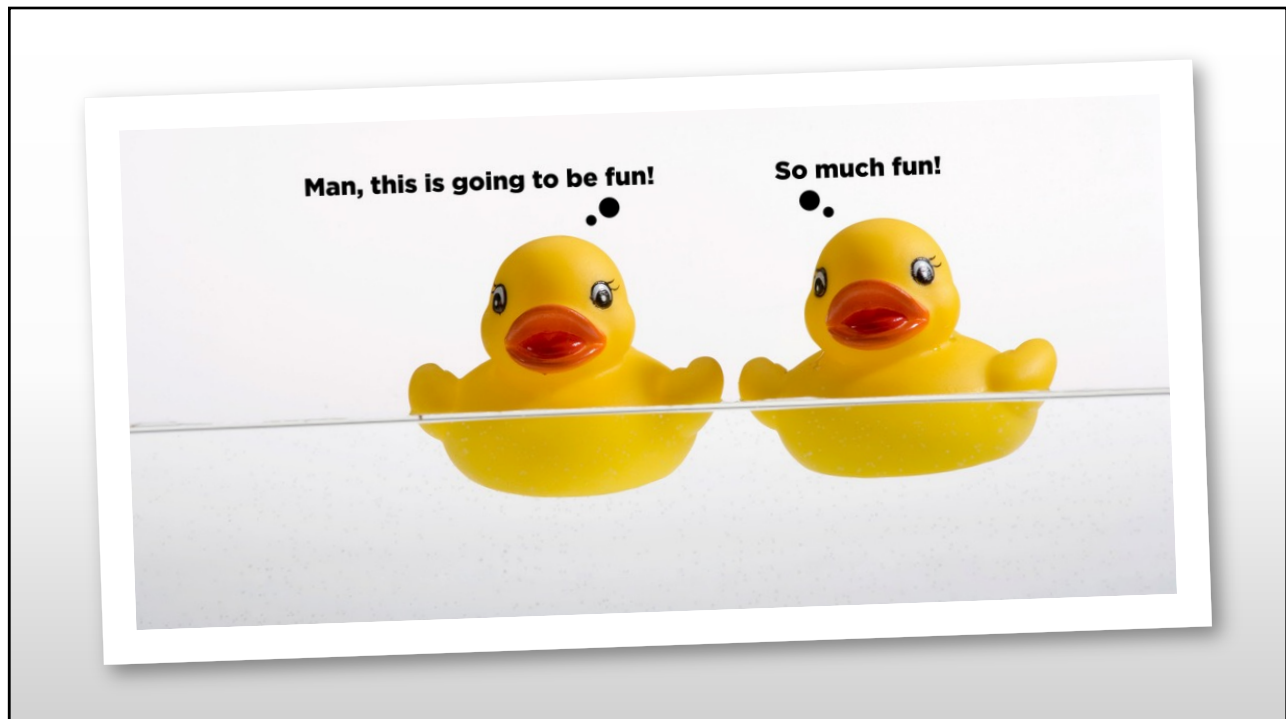
“Sometimes, we just have to do what we don’t want to do.”

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## More Topics to Discuss

- ✓ Understanding specific neurotypes
- ✓ Co-occurring conditions
- ✓ Communication in both directions
- ✓ Accommodations and disclosure at work
- ✓ Inclusivity in recruiting and interviewing
- ✓ Neurodivergent + other minority groups
- ✓ The power of mirroring with a flat mirror
- ✓ Belonging and inclusivity
- ✓ Neurodiversity as part of DEI efforts
- ✓ Twice-exceptional people
- ✓ Neurodivergence and trauma
- ✓ Autistic burnout
- ✓ Neuroscience of neurodivergence
- ✓ Overwhelm
- ✓ Sensory challenges
- ✓ Strengths

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## TAKEAWAYS!

Neurodivergence is not a choice  
 Coach the person, just add this lens  
 Know when to refer

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## References

Milton, D. E. M. (2017). *A mismatch of salience: Explorations of the nature of autism from theory to practice*. Pavilion Publishing and Media.

Smith, T. & Kirby, A. (2021). *Neurodiversity at work: Drive, innovation, performance, and productivity with a neurodiverse workforce*. Kogan Page.

Tetreault, N.A. (2021). *Insight into a bright mind: A neuroscientist's personal stories of unique thinking*. Gifted Unlimited.

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## Resources

General/autism

Neurotribes by Steve Silberman

Autism

Unmasking Autism by Devon Price

Damian Milton

ADHD

ADHD 2.0 by Edward Hallowell and John Ratey

Women with Attention Deficit Disorder by Sari Solden

Ed/Ned Hallowell and Russell Barkley

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## Resources

ADDitudemag.com for ADHD and podcast

The Neurodiversity Podcast

LinkedIn

Follow Neurodiversity in Business

Follow Amanda Kirby and Theo Smith

LI: #neurodiversity, #neurodivergent

Social in general: #actuallyautistic

TikTok, IG: big ADHD section, people self-dx from there

FB Groups!

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