

NeuroDiversity in Coaching

What is neurodiversity?

Neurodiversity is the idea that some people's brains are "wired" differently and that these differences are simply variations of the "human brain".

Source: camhs.rdash.nhs.uk

Ideas for Action/Suggested Tips to Consider

Strategies you can consider implementing to support your neurodivergent clients are...

- 1 Consider avoiding jokes/sarcasm or ambiguous statements
- 2 Be clear, direct and use concise sentences
- 3 Consider using diagrams AND written communication/instructions

Suggested Resources:

www.geniuswithin.org

www.differentbrains.org

www.diverseabilitymagazine.com

www.neurodiversitynetwork.net/books

The Overlapping Strengths in Diversity – Nancy Doyle

Scattered Minds – Gabor Mate

Coach Yourself Questions:

To ensure communication with your client supports rather than hinders, how can you increase your awareness of some of the common obstacles for neurodivergent clients?

What one thing will you take away and action from this month's "learn" segment to increase your growth as a coach?

Who can help keep you committed to your action point?

