

NEURODIVERSITY UNCOVERED

Aims

To better understand...

- What neurodiversity is
- The challenges associated with being neurodiverse
- The strengths associated with being neurodiverse
- How to support someone who is neurodiverse

What is Neurodiversity?

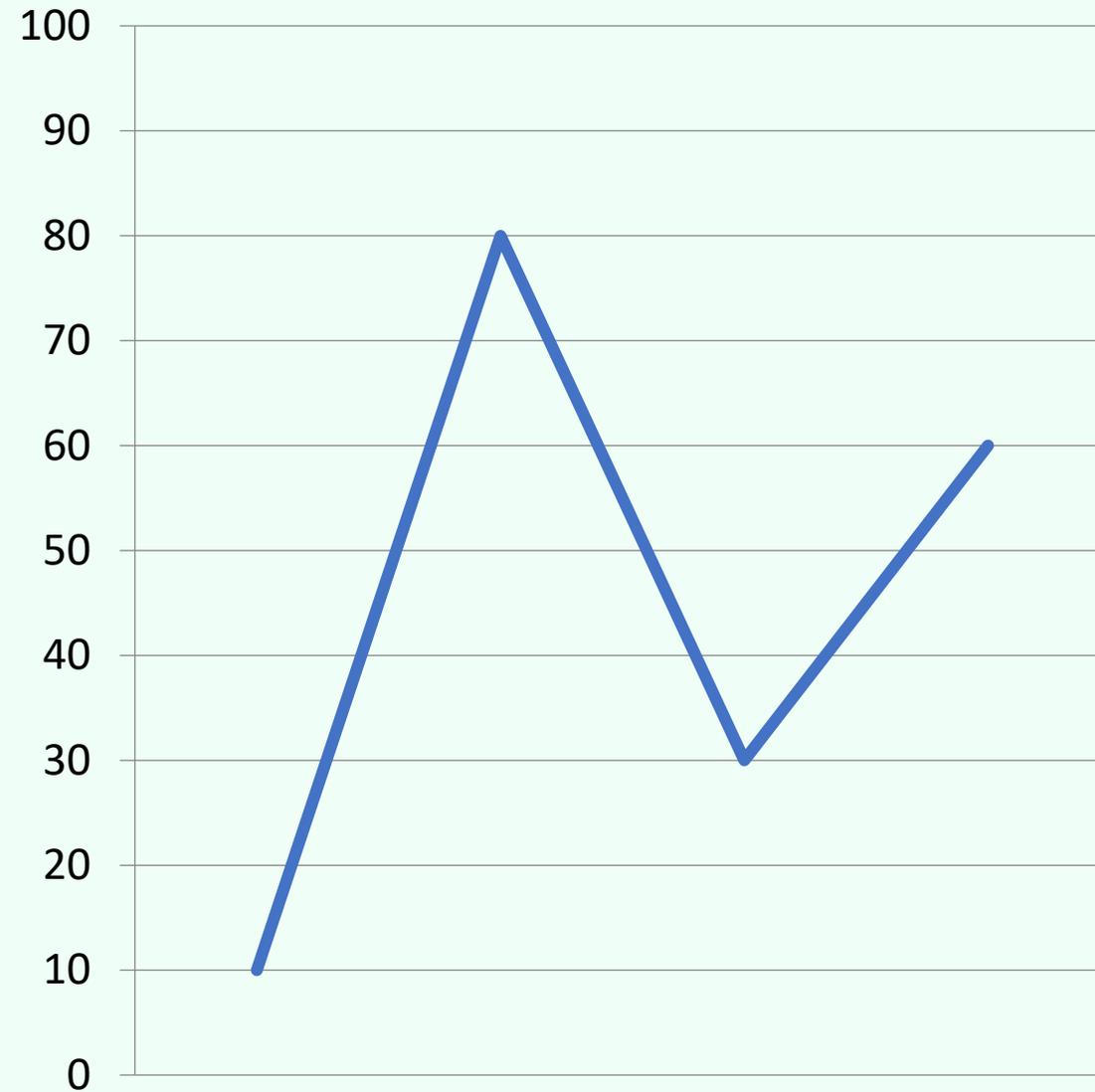
- Term created by Judy Singer in the 1990s to argue for the importance of including all neurotypes for a thriving human society
- Refers specifically to the limitless variability of human cognition and the uniqueness of each human mind
- Neurodivergent people experience, interact with, and interpret the world in unique ways
- They're not problems that need to be "fixed" or "cured." They're simply variations of the human brain.
- Neurodivergent people tend to have a pronounced difference between their strengths and weaknesses. This can lead to inconsistent performance.



Neurotypical Profile



Neurodiverse Profile



Dyslexia

Dyspraxia

**Neurodiverse
Thinking Types**

ADHD

Autism

Dyslexia - Myths

Reading and writing letters backwards is a sign of dyslexia

Giving dyslexic individuals documents to read on different coloured paper will help them read better

A person cannot be dyslexic if they like reading

Characteristics of Dyslexia

Strengths

Verbal communication

Practical

Visual

3D thinking

Creative

Coming up with ideas

Making connections

Problem solving

Building relationships

Weaknesses

Working memory

Working quickly & accurately

Concentration

Reading

Writing

Organisation

Time management

Planning & prioritising

Processing new information

Dyspraxia - Myths

Isn't dyspraxia another word for being clumsy?

Dyspraxia is something you grow out of as you get older

If you are dyspraxic you cannot be good at sports

Characteristics of Dyspraxia

Strengths

Verbal communication

Creative

Coming up with ideas

Making connections

Problem solving

Intuitive

Empathy

Weaknesses

Movement & coordination

Sense of direction

Working memory

Planning & organisation

Concentration

Sensory

Communication & social skills

ADHD - Myths

People with ADHD
cannot focus

ADHD is something you grow
out of as you reach adulthood

You do not have
ADHD if you are not
hyperactive

Characteristics of ADHD

Strengths

Verbal communication

Practical

Creative

Coming up with ideas

Hyperfocusing

Spontaneous

Energetic

Weaknesses

Memory

Inattentive mistakes

Concentration and focus

Organisation & time management

Impulsivity

Hyperactive/restlessness

Managing emotions

Autism - Myths

All autistic people
have a savant skill

People with autism do not
have a sense of humour

People with autism
lack empathy

Characteristics of Autism

Strengths

Recognise patterns & trends

Attention to detail

Long term memory for facts & details

Logical & methodical

Problem solving

Committed & loyal

Honest

Special interests

Weaknesses

Social interactions

Communication

Unwritten rules

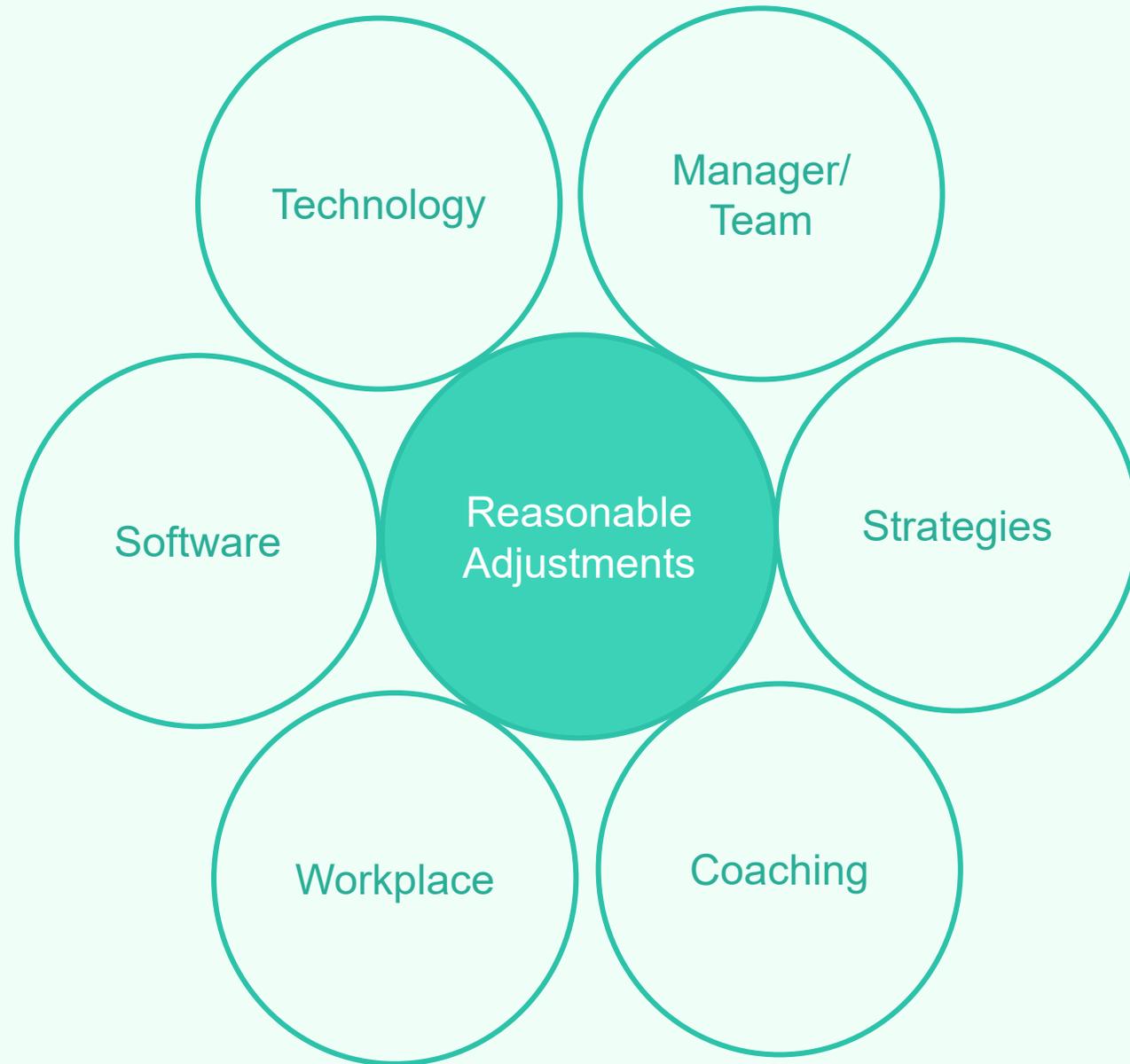
Sensory

Dealing with change

Repetitive or ritualistic behaviours

Planning

Regulating emotions



How to support someone?

- Treat them as an individual
- Do not assume, ask
- Make sure they have the right adjustments and support in place
- Find out how they work at their best
- Give them time to process
- Allow them the opportunity to clarify or ask questions
- Preparation is key
- Feedback



Resources

If you would like to find out more information on neurodiversity here are a few links you may find useful:

[Dyslexia, Dyspraxia, ADHD & Autism Blog - Adjust Services : Adjust](#)

[What is dyslexia? - British Dyslexia Association \(bdadyslexia.org.uk\)](#)

[Dyspraxia Foundation - 30th Anniversary - What is Dyspraxia?](#)

[What Is ADHD? Symptoms, Causes, Types, Meaning, Test for ADD \(additudemag.com\)](#)

[what is autism](#)

Resources

Here are some screening tools/checklists you may want to use to explore the likelihood of a neurodiverse thinking style:

ADHD [10852_elto_question_fhp2.PDF \(add.org\)](#)

Autism [AQ-10 Adult june 20th 2012.pptx \(nice.org.uk\)](#)

Dyslexia [Adult Checklist \(bdadyslexia.org.uk\)](#)

Dyspraxia [DCD Screening Test | Dyspraxia Action! \(wordpress.com\)](#)

Explore common workplace strength and struggles: [Genius Within Adjustments Screener Welcome \(geniusscreening.com\)](#)

Questions



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