Necto /CCCP Mentor meeting – November 19 – 2024

Neurodivergence in Education and Work Life

Fie Vesterled

NEURODIVERGENT LEDELSE

Specializing in diversity, inclusion and neurodivergent staff management, I provide you with the insights and tools you need to:

- Support well-being and talent development
- Reduce employee turnover
- And increase efficiency in your workplace

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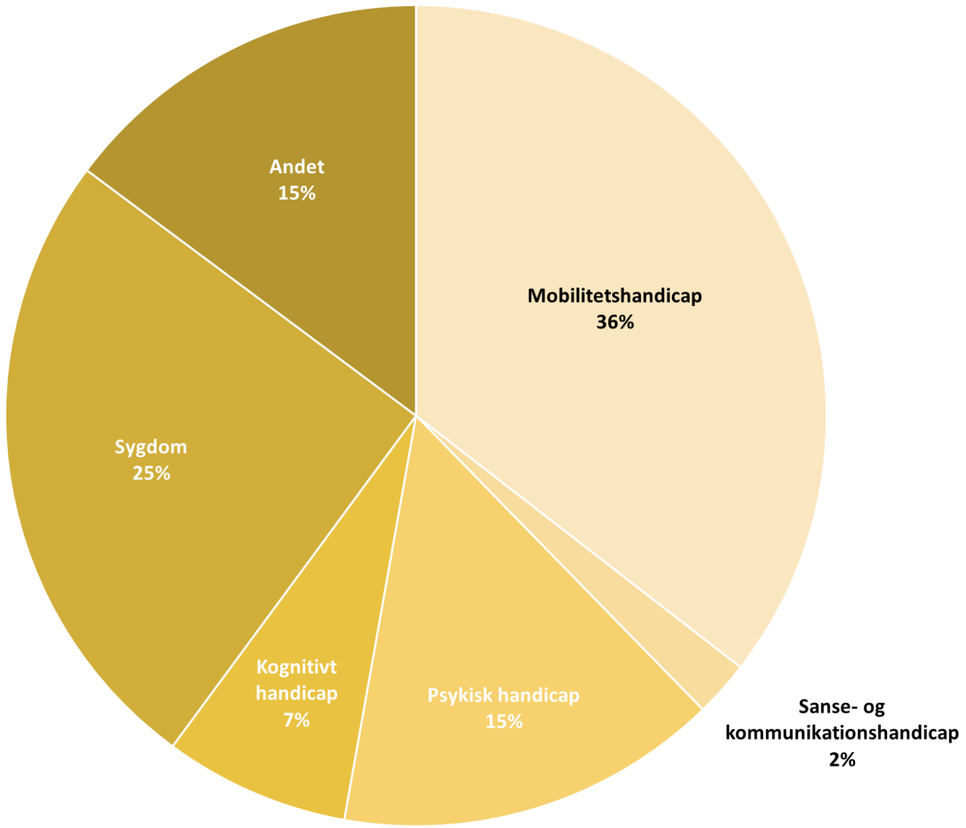
Talks & Lectures

Coaching

HR-support

Agenda

- Definitions and concepts within disabilities and neurodiversity
- Facts and numbers: Adhd, autism and dyslexia/dyspraxia
- Introduction to the Executive Functions
- Tips and tools



(Fordeling af befolkning med handicap (i alderen 16-64), VIVE 2022)

Impairment + Barrier = Disability

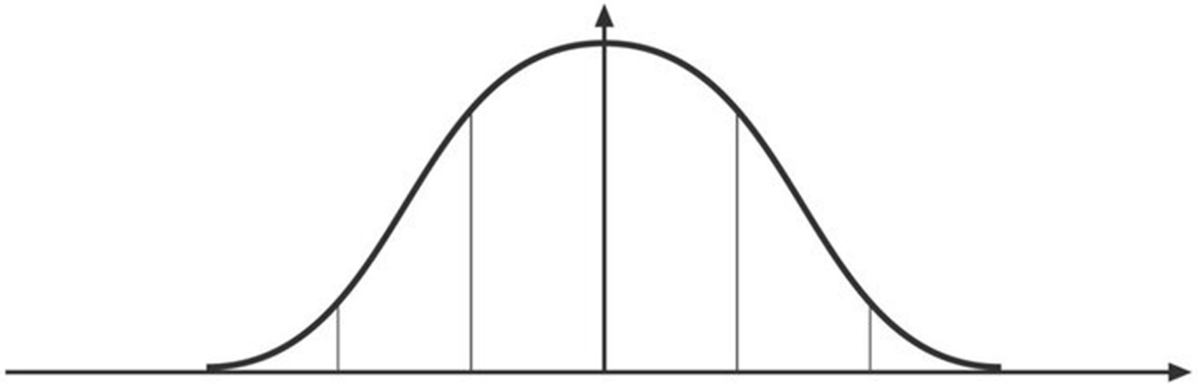
Persons with disabilities include those who have long-term physical, mental, intellectual, or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others.

UN Convention on the Rights of Persons with Disabilities

Neurodiversity =

Neurodivergent + Neurotypical

Neurodiversity asserts that neurological differences are natural variations of human cognition and should not automatically be pathologized or treated as deficits but instead recognized as part of the diversity of humankind.

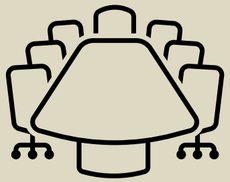


Challenges / Advantages

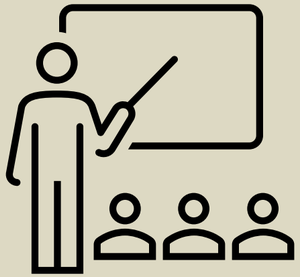
Facts and numbers

Why you should care…

More than 60 % diagnosed adults outside the workforce



Approx. 25 % diagnosed teens and youngs drop out /dont start education



- physical health issues
- Early death
- Low income
- Sleep disorder
- Sensory diaorder

Facts and numbers

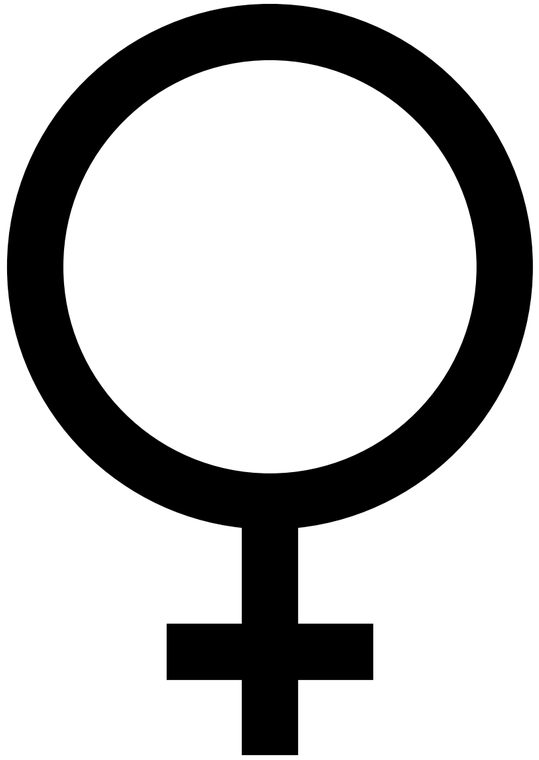
What you should know…

- Genetically inherited neurobiological disorders
- Effects both neurochemistry and neurophysiology
- You do not grow out of it

NOT mental disorders, but neurobiological disorders than can lead to psycological comobidities.

NOT superpower!

Spektrum perspektive, diverse diagnosis traits, and outdated diagnosis systems makes diagnoses difficult and risk overlooking many



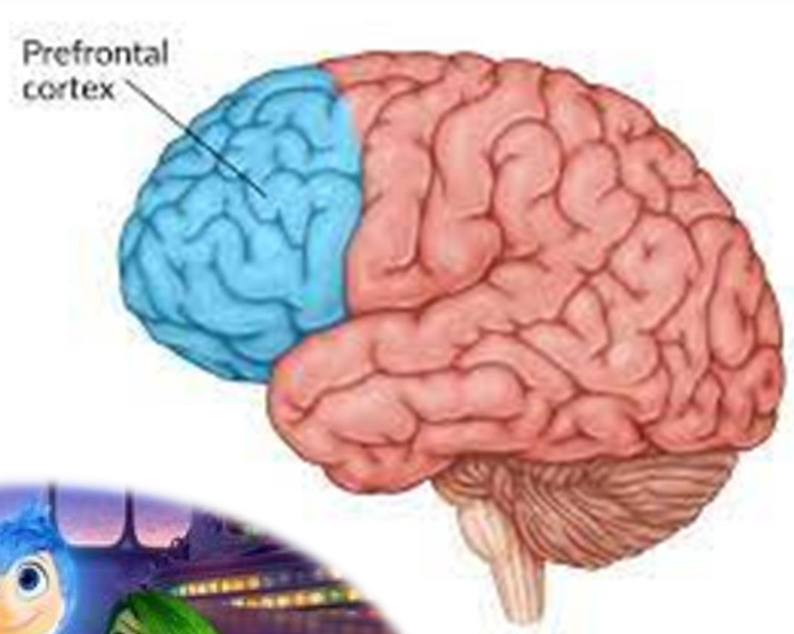
Special focus women

- Masking of symptoms
- Premenstruel Dysphoric Disorder (PMDD)
- Perimenopause / Menopause

Executive functions

Cognitive abillities to do:

- Self-regulation
- Planning and structuring
- Direct behaviour (actions, reactions, conduct) towards a future goal



Executive Functions

Stop and think!

&

Bad self-awareness

Bad

Non-verbal

working memory

Bad

Verbal

working memory

Executive Functions

Regulation

of Emotions

Planing

towards a goal

Emotionel regulation

- Neurotypical brains have access to the ”common sense brain” which can overrule irelevant worry
- In neurodivergent brains, the ”common sense brain” is tired and slow to deal with worry

Tips and tools, mentees

(Get help, to) Know yourself well!!

- Symtoms and mastering strategies
- Sensory symptoms and mastering
- Work with sleep and daily structures
- Food intake
- Boundaries and attachment pattern
- Daily feedback cycle – executive functions
- Medication e.g.

Tips and tools, mentees

Learn about comorbidities

- Pathological demand disorder (PDA)
- Rejection sensitivity dysphoria (RSD)
- Oppositional defiant disorder (ODD)
- Justice sensitivity (JS)
- Nonsucidal self-injury (NSSI)
- Samsynsproblemer
- Substance abuse
- Angst / Depression

Tips and tools, mentors

- Support selfawareness
- Support abillity to describe impairments
- Structure (let them talk…, and help with visible structure)
- Make time visible
- Consequence and expectations
- Clear agreements
- Deadlines & feedback
- SMART goals
- Body double method

Tips and tools, mentors

- Funktionsalder / ??
- Build trust and security
- Guilt and shame takes time to heal
- Care
- Many breaks
- Beware of sensory impairments
- 1:1 instructions – grafic illustrations
- “head to paper” is often a challenge

STRUKTURERINGSVÆRKTØJER

	Vigtigt	Ikke vigtigt
Haster	Vigtigt & haster	Ikke vigtigt, men haster
Haster ikke	Vigtigt, men haster ikke	Ikke vigtigt, og haster ikke

The Vesterled - Din guide til neurodivergent ledelse