

If You'd Like To Follow Along...



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Leaning Into Neurodiversity:  
Neuroinclusive Self-Advocacy and Leadership

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Framing the Discussion

Disclosure and Self-Advocacy

Neuroinclusive Leadership

Scenario in Small Groups

What Else?

Agenda

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Framing the Discussion

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# Neurodiversity means everyone



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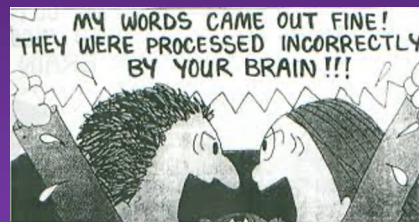
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## Medical v Social Approaches to Difference

Medical/Behavioral:  
Some brains don't work correctly, and we need to fix them.



Social/Subjective:  
Social systems aren't easy given the way my brain functions.



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I'm neurodivergent.  
Now what?

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To disclose or not to disclose?  
That is the question.

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# #1: Start with you



How do you understand your neurodivergence?

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# #2: Look around

What have you noticed about your work environment?



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OR....



Describe rather than disclose?

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# Neuroinclusive Leadership

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# Inclusion Over Accommodation

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# Curiosity vs Judgment



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# But how?

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Suspend expectations to  
discover strengths

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Be curious  
about  
individual  
needs



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Let the  
differences  
serve the  
team

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# Your turn!



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## If it were you...

- What would you ask yourself?
- What would you check out?
- How would you self-advocate?

## If you were the leader...

- How might you respond to self-advocacy?
- How could you increase safety for your team?
- How would you support both the team and the individual?

...or whatever you want to talk about!

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## TAKEAWAYS

- Reflect and notice before deciding to disclose or how to self-advocate
- Lead with curiosity and strengths to create safety for team members
- Neurodiversity is already part of your team and leadership

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# Slides and Such



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## What Questions Do You Have?



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