



NEURODIVERSITY

SHIFTING THE PARADIGM FROM
SILENT DISABILITY TO SUPER POWER



SHAILA MAN

 Culture Amp

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WHO IS NEURODIVERSE?



WHAT IS NEURODIVERSITY?



AUTISM
TOURETTE'S
SYNDROME
DYSLEXIA
ANXIETY DISORDER

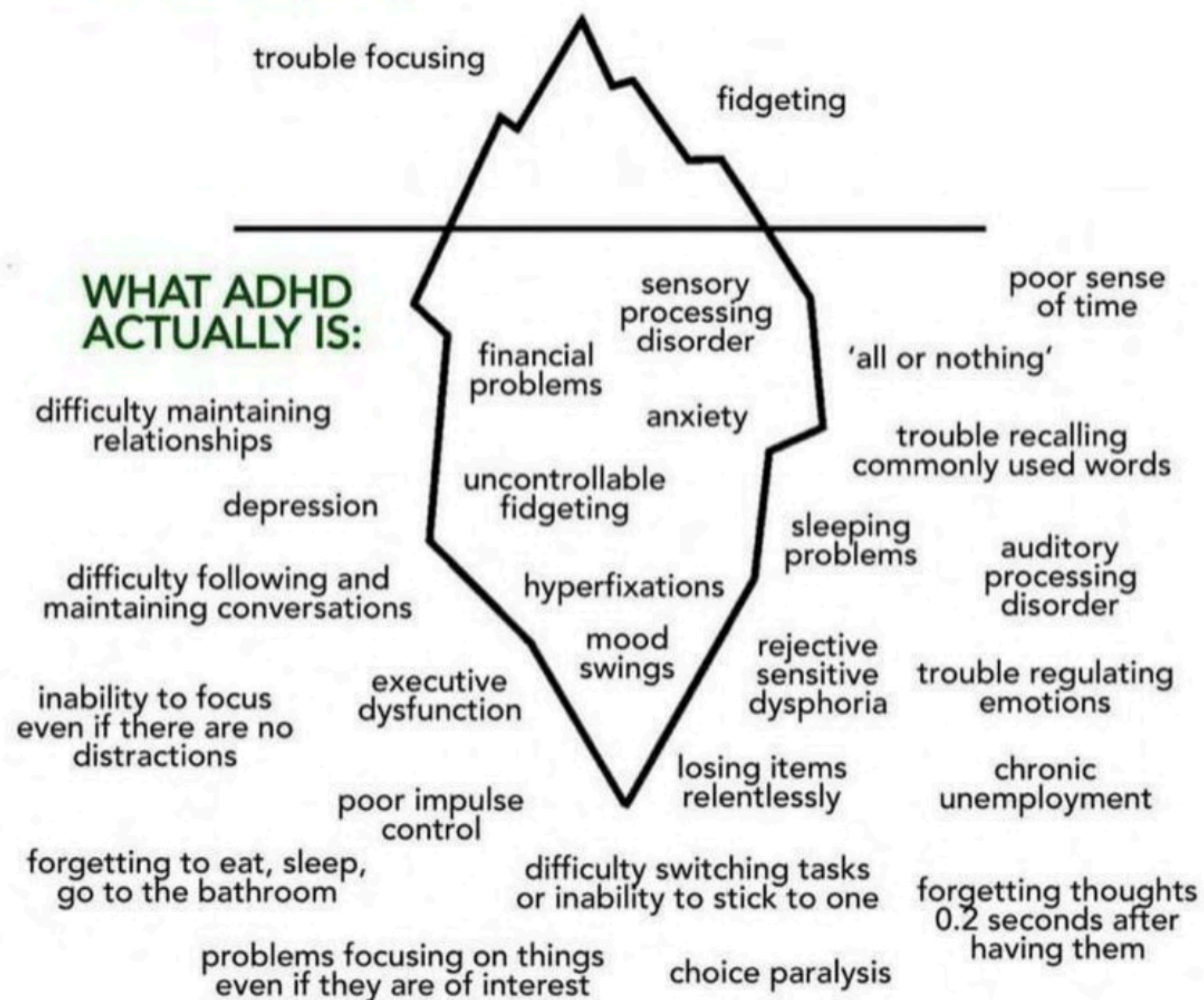
ADHD AND AUTISM?

STIMMIN
IMPULSE CONTROL
INTERST-BASED NERVOUS SYSTEM
EMOTIONAL REGULATION
INCREASED RATE SUBSTANCE ABUSE, SUICIDE,
& DEPRESSION
CRAVES NOVELTY & NEW
EXPERIENCES
WEBBED/INTERCONNECTED THOUGHT PATTERNS
EXEC-FUNCTION DIFFICULTIES
REJECTION SENSITIVE DYSPHORIA
SPECIAL INTERESTS & PASSIONS
DIFFERENCE IN EYE CONTACT
TASK-SWITCHING DIFFICULTIES
SOCIAL OVERLOAD
DIFFICULTY READING SOCIAL CUES

THE ADHD ICEBERG

@FINUCCINIALFREDO

WHAT PEOPLE
THINK ADHD IS:



WHAT ADHD
ACTUALLY IS:

ROMAN KOGAN

[HTTPS://ROMANKOGAN.NET/ADHD/](https://romankogan.net/adhd/)

SUPERPOWERSINEERS

Are
**OVER-
REPRESENTED**

In High Functioning
ADHD and AUTISM



WHAT SUPERPOWERS?



CREATIVITY
AUTHENTICITY
HYPERFOCUS
INNOVATION
PASSION
SEE PATTERNS
ENERGY
RESILIENCE
DETAIL FOCUSSED
HONESTY
DETERMINATION

TRADE OFFS

SENSITIVE
OVER/UNDER ORGANISED
DISTRACTABLE
ROUTINE BOUND
OBSESSIVE
ENERGY CRASHES
ENERGY
FRUSTRATION
SENSORY OVERLOAD
ANXIETY
HIGH SUICIDE RATES



IMAGINE FEELING LIKE YOU ARE NOT
THE BOSS OF YOUR MIND, AND YOUR
WANTS AND NEEDS ARE OVERRULED
BY...

...YOUR 'OTHER'
MIND!



WELCOME TO MY WORLD



Diagnosis

EMail
Create
to
Community
Fairly

Diagnosis Age

MEN - AVERAGE AGE: 5-10

WOMEN - AVERAGE AGE: 45

LET THAT SINK IN!!!

Evolution



NEURODIVERSITY
IS NOT A
DESIGN FLAW IT'S
PERFECTLY DESIGNED

SOCIETY IS FLAWED!

INCLUSIVE HIRING

FOLLOWED BY
AN INCLUSIVE
CULTURE





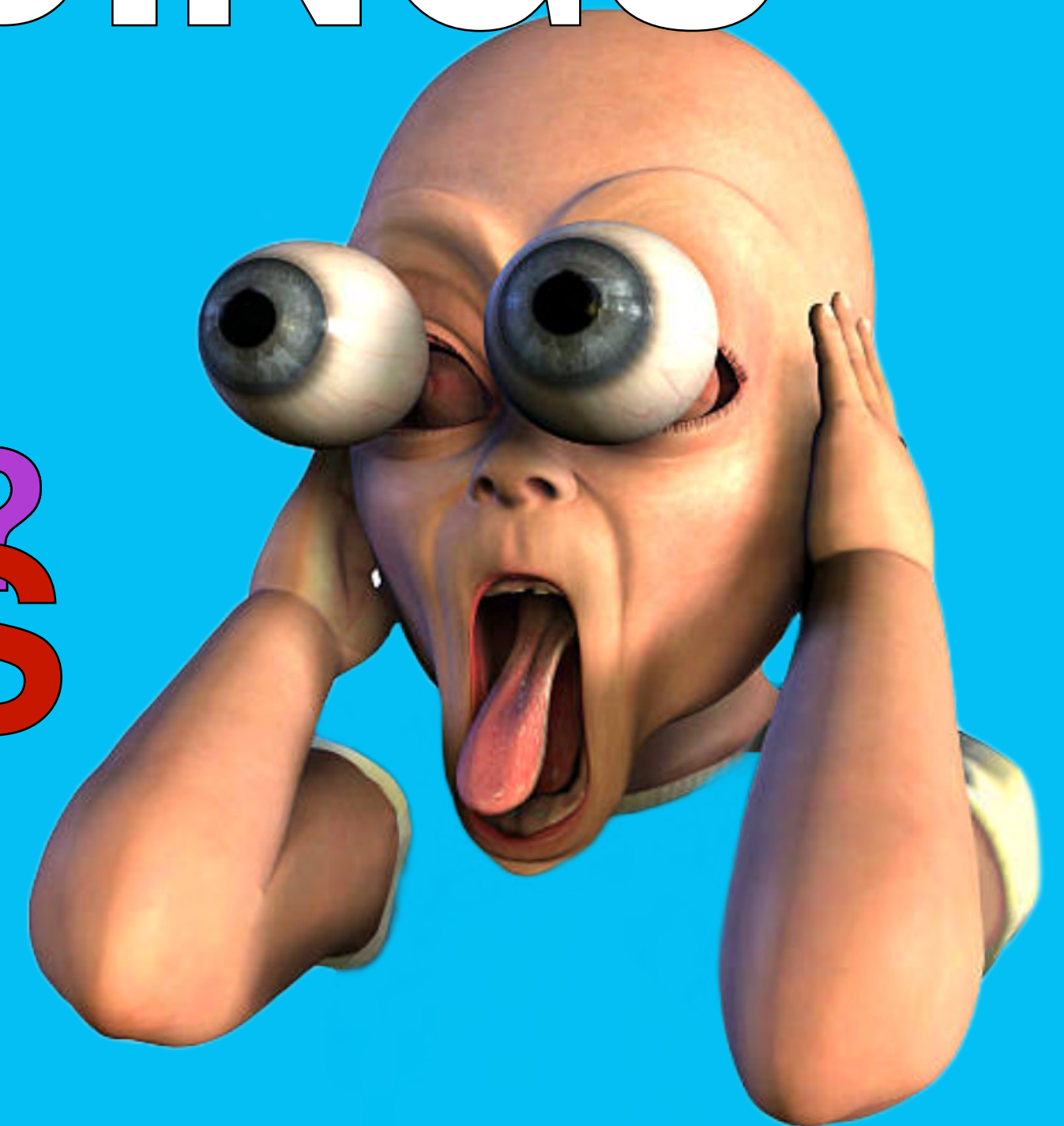
CONSIDER HOW TO BE INCLUSIVE WHILE
TRYING NOT TO FORCE NEURODIVERSE
PEOPLE TO CONFORM TO NEUROTYPICAL
STANDARDS



Temple Grandin
“Difference is not less”

COMMON MISUNDERSTANDINGS

AM I A JERK?
HOW WOULD YOU FEEL?
...BECAUSE THAT'S
SOMETIMES HOW
WE'RE PERCEIVED



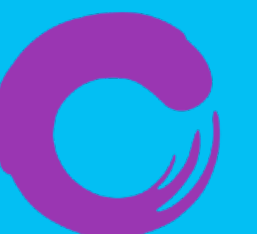
SOMEONE BEHAVING IN A
NEURODIVERGENT WAY vs JERK
BEHAVIOUR?

INTENTION!!!

CONSIDER THIS...

PHYSICAL AND MENTAL DISABILITIES
ARE STILL DISABILITIES. JUST
BECAUSE ONE IS SILENT DOESN'T
MEAN IT'S NOT THERE

NO BECAUSE THAT WOULD MAKE YOU
A JERK!



Thank you

<https://romankogan.net/adhd/>

<https://www.dyslexia-reading-well.com/dyslexia-font.html>

<https://docs.midjourney.com/>

<https://www.fullfabric.com/articles/how-to-design-visual-learning-resources-for-neurodiverse-students>

<https://www.washington.edu/doit/how-do-neurodiverse-and-neurotypical-software-engineers-differ-workplace>

Silberman, S. (2015). NeuroTribes: The legacy of autism and the future of neurodiversity.
New York, NY: Avery

Lady Gaga - Born this way
(Jost & Naaf Remix)



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 **Culture Amp**

Questions?



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