

# Coaching Neurodivergent Leaders



# First, a story...



Great  
Minds  
Don't

# Who is **Hayley?**



# Empty Your Cup







What is **Neurodivergence**?

# What **might** we look for?

Spinach or Kryptonite?

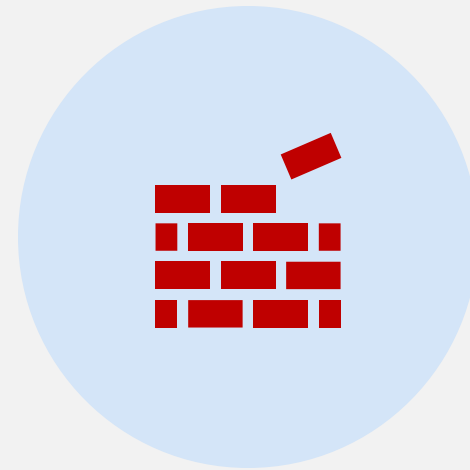
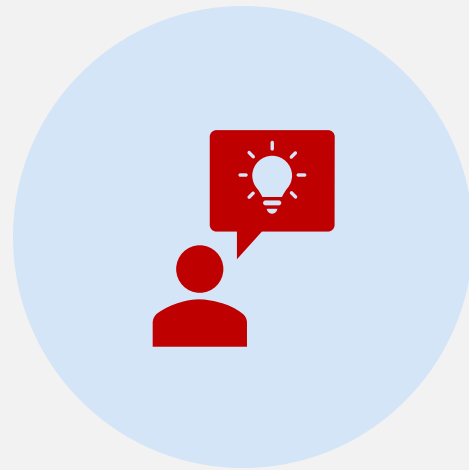


Great  
Minds  
Don't

www.GreatMindsDont.co.uk  
Neurodiversity at Work



# Neuroaffirming vs Neuroinclusive



Can you **truly** be one without being the other?



a  
f  
f  
i  
r  
m  
n  
g

Inclusive



# Adapting Your Approach



# Rule number one... **Ask** (with an almost empty cup!)

“What would help you feel most supported in our sessions?”

“Is there anything I could adjust to make our conversations more effective for you?”



How are you **today**

Calm

My toe hurts

Red



Great  
Minds  
Don't

# Decision Tree



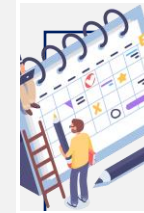
# Consider... **Executive Functioning**



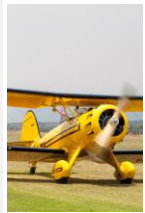
Working  
Memory



Metacognition



Planning and  
Prioritising



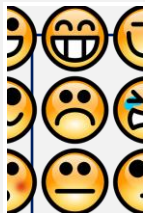
Task Initiation



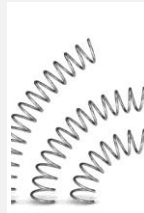
Organisation



Impulse Control



Emotional  
Control



Cognitive  
Flexibility



Time  
Management



# Are You Tasting The **Strawberry**?



Use abstract  
concepts mindfully.



# Checking **Where** You Are



Virtually or face to face, what sensory implications are you considering?

Lighting, Distractions, Sound quality, Temperature, Movement

(Check your audio settings on virtual calls!)



# Pause, **Silence** or Glitch?





# Timing Considerations



# How Would **You** Like to Take This Away?



Would you like to write that down?



Would you like me to write that for you?



We could record the conversation, or use an AI note taker?



Are you happy to just let it percolate?



# The **Goal** Appetite Continuum

I love a goal,  
SMART is the  
only way I get  
things done.

I like to know  
where I'm  
heading

A goal is too  
much  
pressure, it  
utterly  
disables me.

I like a good  
idea of how to  
move forward  
and some  
milestones

I'm not so  
keen on goals,  
the  
conversation  
is where it's at



# One thing

What's one thing you'll do

- An hour from now
- A month from now
- A year from now



# Fancy Staying in Touch?



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