Unconscious Bias about Neurodiversity

What does it look like at work?

"I am more than capable, why can't I just do it?"

Internal self-dialogue

"They're just lazy."

Manager self-talk

"Late again I see. "

Beginning of Day

"The work you do complete is excellent."

360 Review

"When you miss your deadline it impacts everyone around you"

Feedback from manager

"Please, let others speak!"

In a meeting

"I don't know why you do this to yourself."

Colleague comment

"It's not hard to..."

In passing

We can do things differently.

connections in mind

The Performance Iceberg

Observed behaviours

Quiet and compliant at work, but feels undervalued

Struggles to get it down on paper

Missed deadlines

Emotional outbursts

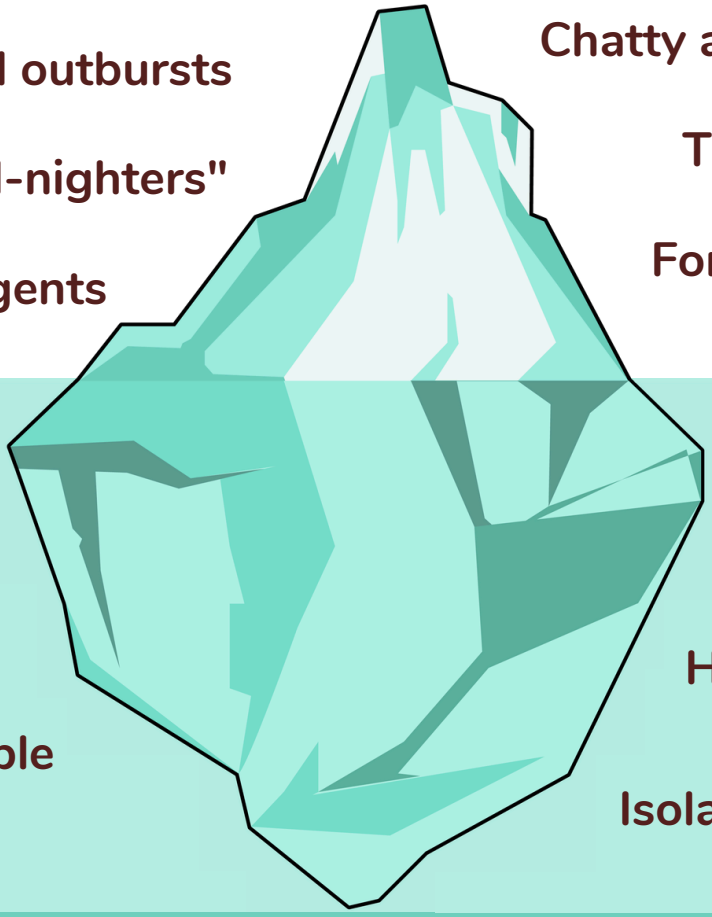
Chatty and distracted

Pulls "all-nighters"

Talks over people

Goes off on tangents

Forgets things easily



Child's Emotions

Shame

Fear

Guilt

Hopeless

Unlovable

Isolated

Brain

Executive Function Challenges

Cause

Psychological Trauma

acute or chronic

Genetic predisposition

Not always as it seems.

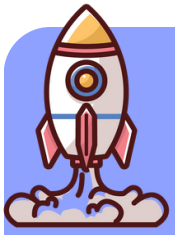
connections in mind

Our Executive Function Skills

Response Inhibition

The capacity to think before you act; the ability to resist the urge to say or do something.





Task Initiation

The ability to begin projects without undue procrastination, in an efficient or timely fashion.

Goal Directed Persistence

The capacity to have a goal, to follow through to completion, and not be put off or distracted.



Metacognition

The ability to stand back and take a bird's-eye view of yourself in a situation, to see how you problem solve.





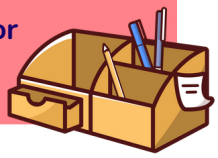
Sustained Attention

The capacity to keep paying attention to a situation or task in spite of distractibility, fatigue, or boredom.



Organisation

The ability to create and maintain systems to keep track of information or materials.



Time Management

The capacity to estimate how much time one has, how to allocate it, and how to keep within deadlines.



Flexibility

The ability to revise plans in the face of obstacles, setbacks, new information, or mistakes.



Planning & Prioritisation

The ability to create a roadmap to reach a goal or to complete a task. Also to make decisions.



Emotional Regulation

The ability to manage emotions to achieve goals, complete tasks, or regulate and direct behaviour.



Working Memory

The ability to hold information in memory while performing complex tasks.

Necessary for some, good for all.

connections in mind

Unconscious Bias Action Checklist

- [ ] Executive function awareness training
- [ ] Neuroscience of trauma training
- [ ] Unconscious bias workshops
- [ ] Policy & Values Review
- [ ] Management Training
- [ ] Executive Function Coach Training
- [ ] Voluntary skills building sessions
- [ ] Empathy skills development training
- [ ] Belonging Project
- [ ] Screening for Executive Function Differences EFD

Necessary for some, good for all.

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