

Asynchronous Development in Neurodiversity-Inclusive Coaching

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Introductions

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Toronto, Canada via US and UK

Harvard Law School
Theatre and Biopsychology

ND: Profoundly Gifted & ???

Mom of neurodivergent kids

Dancer

Tracy Winter, Ph.D., PCC



US: Austin via Chicago

PhD Human Development
MA Human and Organization Systems

ND: Highly+ Gifted & ADHD

Aunt of neurodivergent kiddo

Dancer

Designing our alliance: aka housekeeping

This is going to be a high-level overview of asynchronous development.

We commit to:

- Delivering as much value as we can during the time we have together
- Doing our best to answer your questions while prioritizing the whole group's learning

Can we get permission to:

- Lecture quite a lot—there will be an activity with group debrief and time for questions
- Ask for some people to come on mic and camera when it will serve the teaching
- Hold off on answering questions until we ask for questions

We ask that we all:

Give grace around language

Today's Agenda

- Introduction to development, including asynchronous development
- What's important about developmental models
- How asynchronous development shows up in coaching
- Key coaching competencies
- Activity and debrief
- Q&A



Introduction to Development

What IS Development?



What IS Development?

Piaget

Erikson

Dabrowski

Kohlberg

Loevenger

What IS Development?

Linguistic/Verbal

Musical

Logical-
mathematical
/reason

Visual-spatial

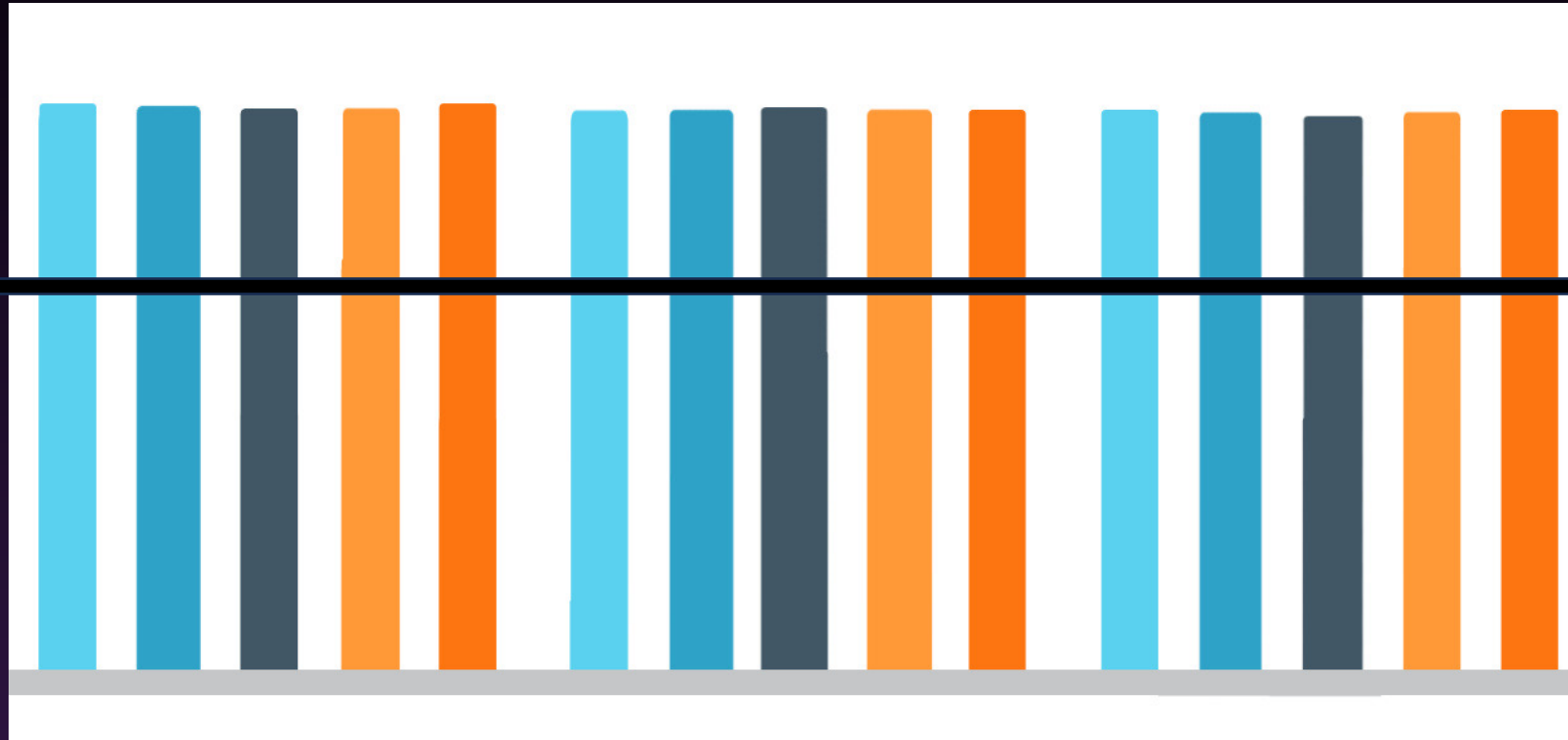
Body-kinesthetic

naturalistic

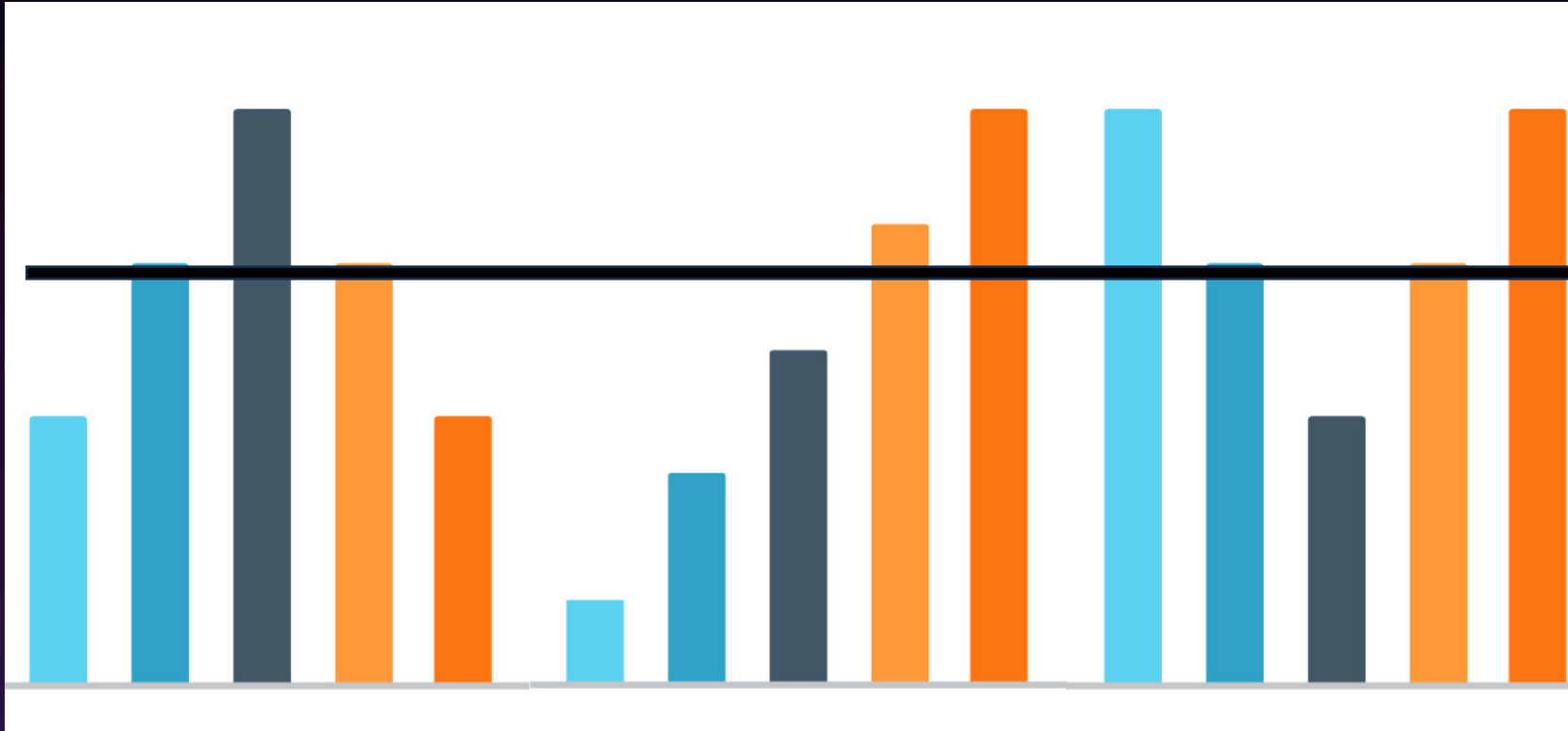
intrapersonal

interpersonal

Limitations of Models of Development




What is Asynchronous Development?



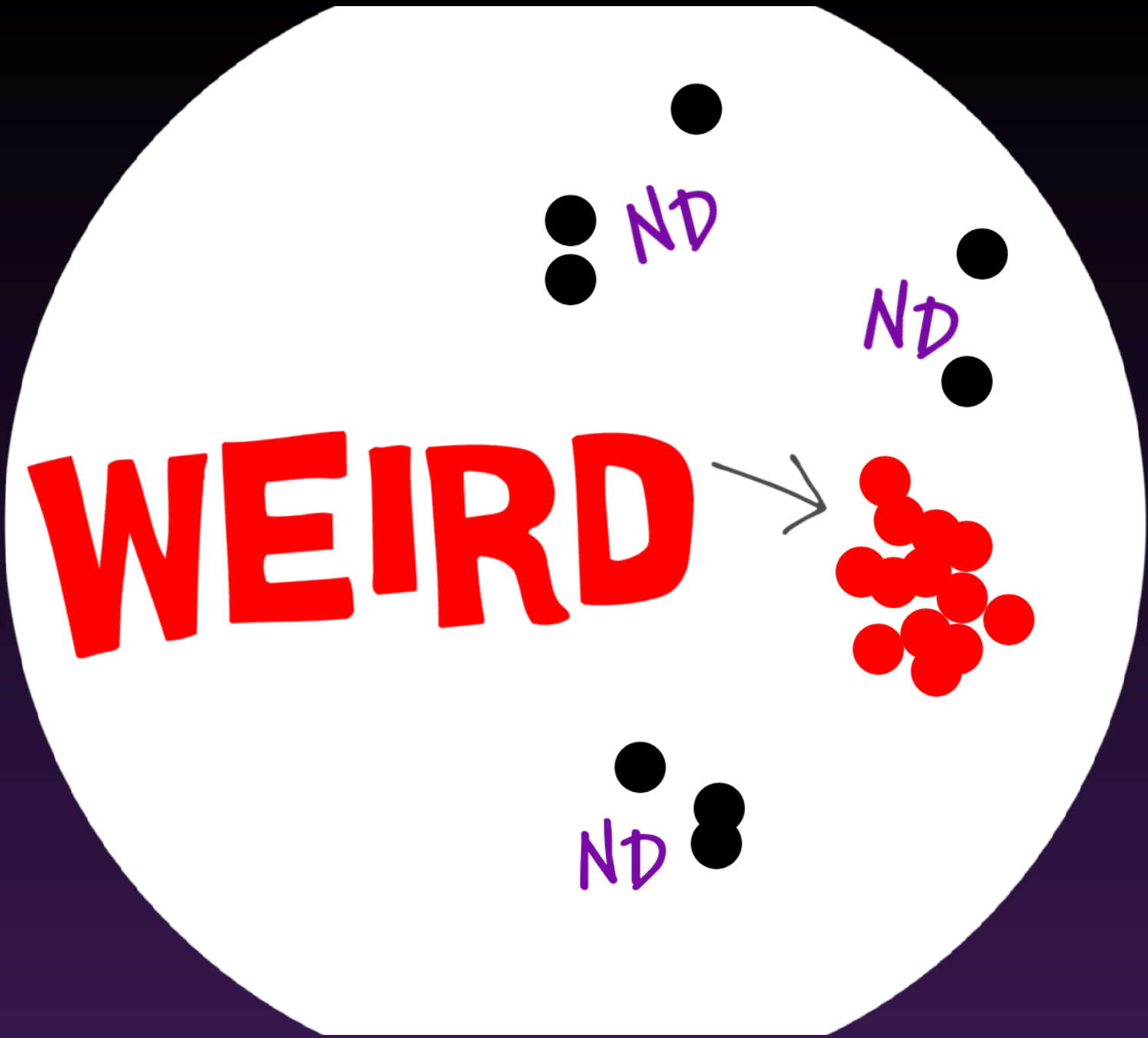
What's important to us about knowing all of these developmental models?

What's important about this?



A young boy with short dark hair, wearing a yellow shirt, blue jeans, and blue sneakers, stands against a solid blue background. He is holding a large, rectangular, off-white sign in front of his chest with both hands. The sign has a slightly textured appearance. The text on the sign is written in a bold, black, sans-serif font.

**I'm a
dilettante,
and that's ok.**





All models are wrong, some are useful.

George Box

How Asynchronous Development Shows up in Coaching

**Things you might see
or notice in sessions**







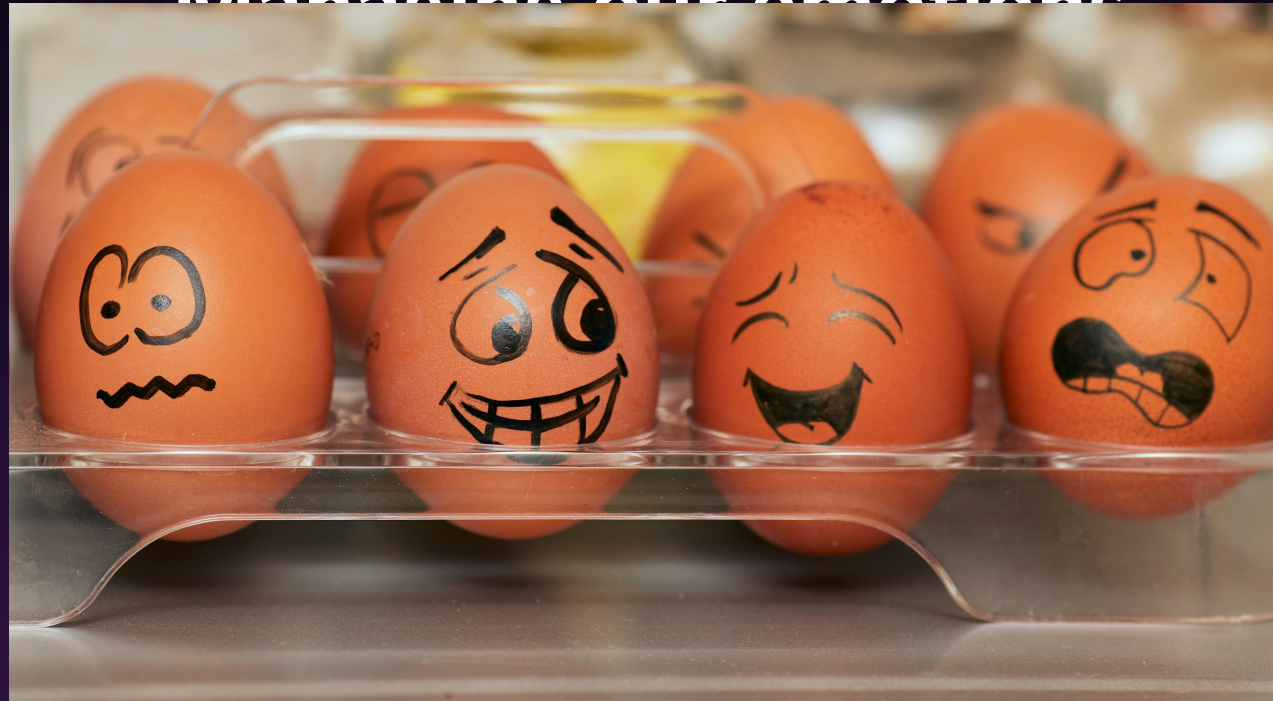


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COACHING ACADEMY

Key Coaching Competencies

Coaching Mindset

Managing our emotions



Maintaining Presence

Following the client moment to moment



Evoking Awareness

Reframing perspectives



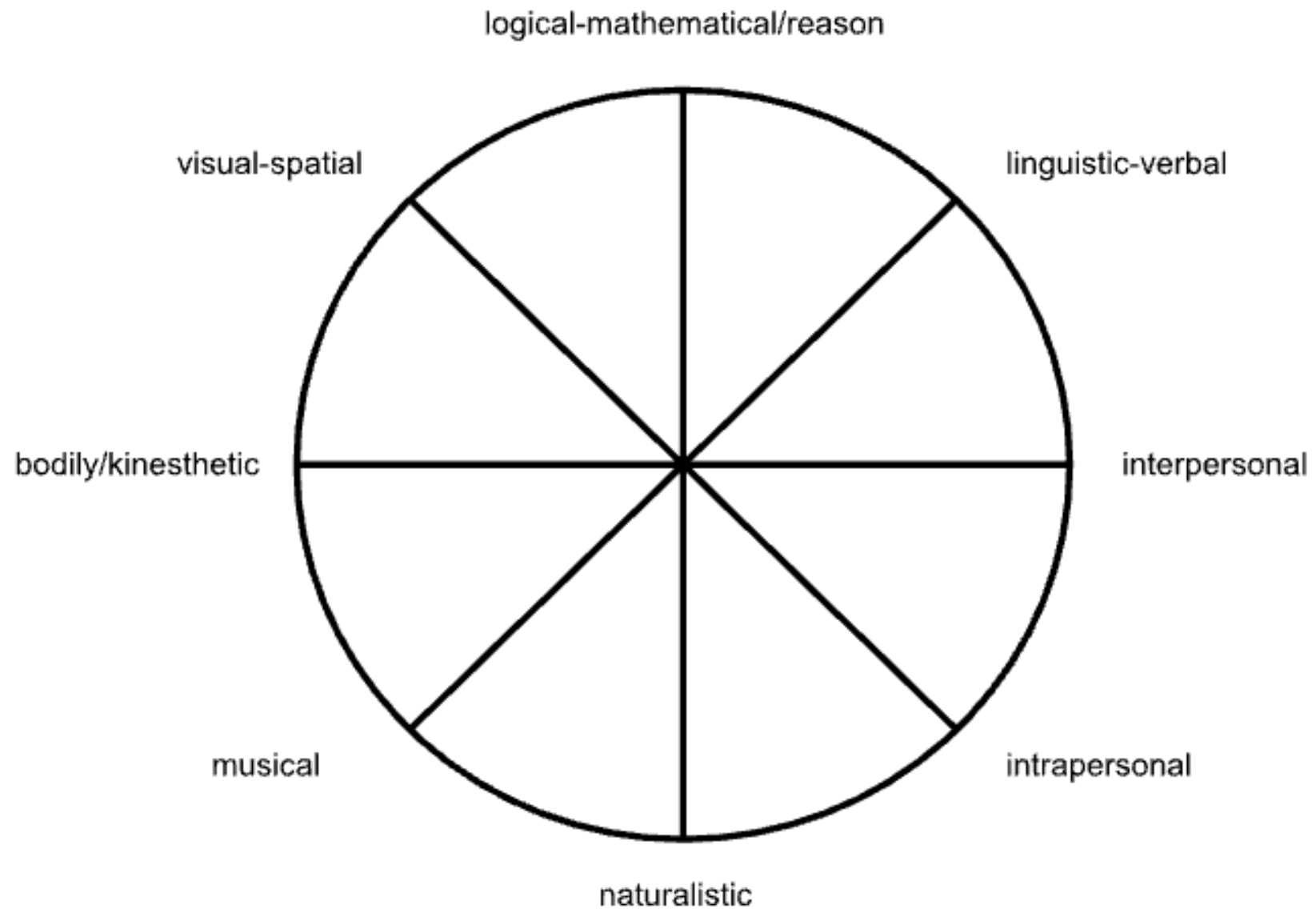


**YOU CANNOT
COACH UP**



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Developmental Lines Activity



Activity Debrief

Key Takeaways

- Asynchronous development exists and creates more complexity in our neurodivergent clients
- Prepare to be surprised and agile moment to moment
- If you find you can't, consider referring out while you grow your coaching range

Last of the Series!

Neurodiversity Training for Coaches

Neuroscience of Neurodiversity for Coaches

August 6 at 8:00 PM ET

August 19 at 10:30 AM ET*

*note date change

www.neurodiversitycoachingacademy.com



What
Questions
do You
Have?

