

Neuroscience of Neurodivergence for Coaches

August 2024

NEURODIVERSITY
COACHING ACADEMY

Introductions

Kate Arms, JD, CPCC, PCC



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 the intersection of neuroscience, neurodiversity, and coaching, not a look at neuroscience of specific neurotypes.

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 a demo 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

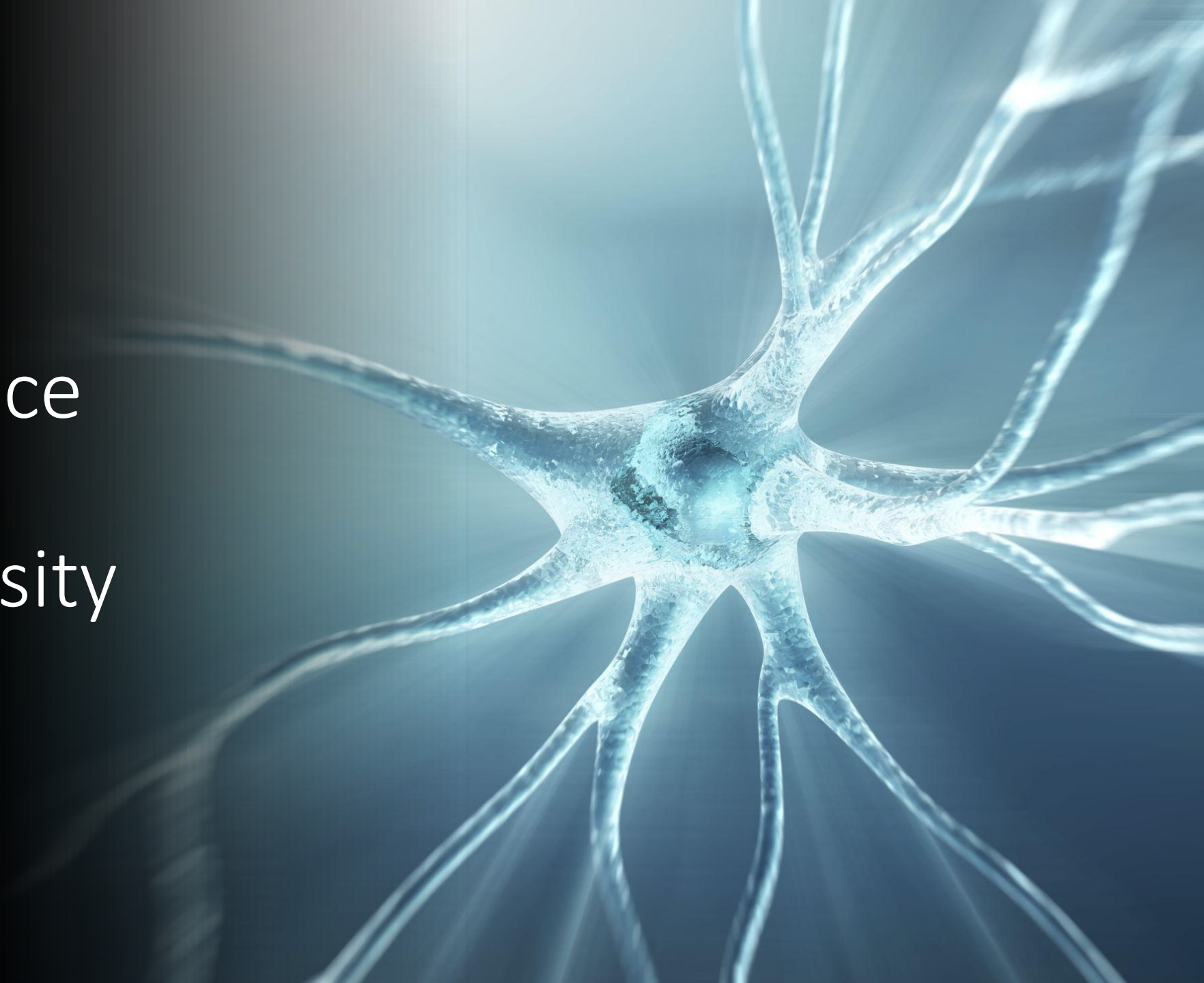
Take care of yourself in whatever way you need

Today's Agenda

- Neuroscience and neurodiversity
- Neuroscience and coaching
- Two uses of neuroscience in coaching
- Neuroscience and neuroplasticity
- Coaching competencies for working directly with neuroplasticity
- Q&A



Neuroscience and Neurodiversity



Neuroscience : A definition

Neuroscience is the scientific study of the nervous system (the brain, spinal cord, and peripheral nervous system), its functions and disorders

- to understand the fundamental and emergent properties of neurons, glia and neural circuits
- to understand the biological correlates of learning, memory, behavior, perception, and consciousness

Differences in Brain Structure and Activity are Frequently Identified in Studies that Distinguish Between Neurotypes

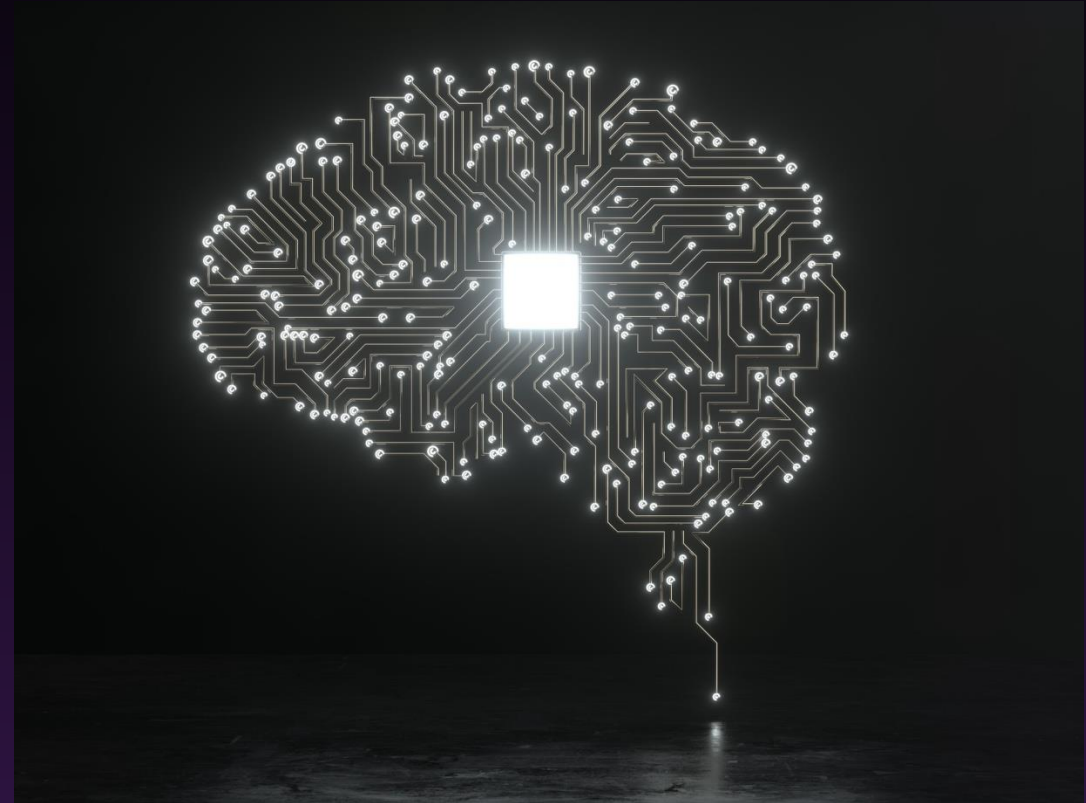




Specific Interventions
Can be Shown to Have
Impact on Specific Areas
of Brain Activity that are
Generally Important for
Specific Tasks.

Neuroscience and Coaching

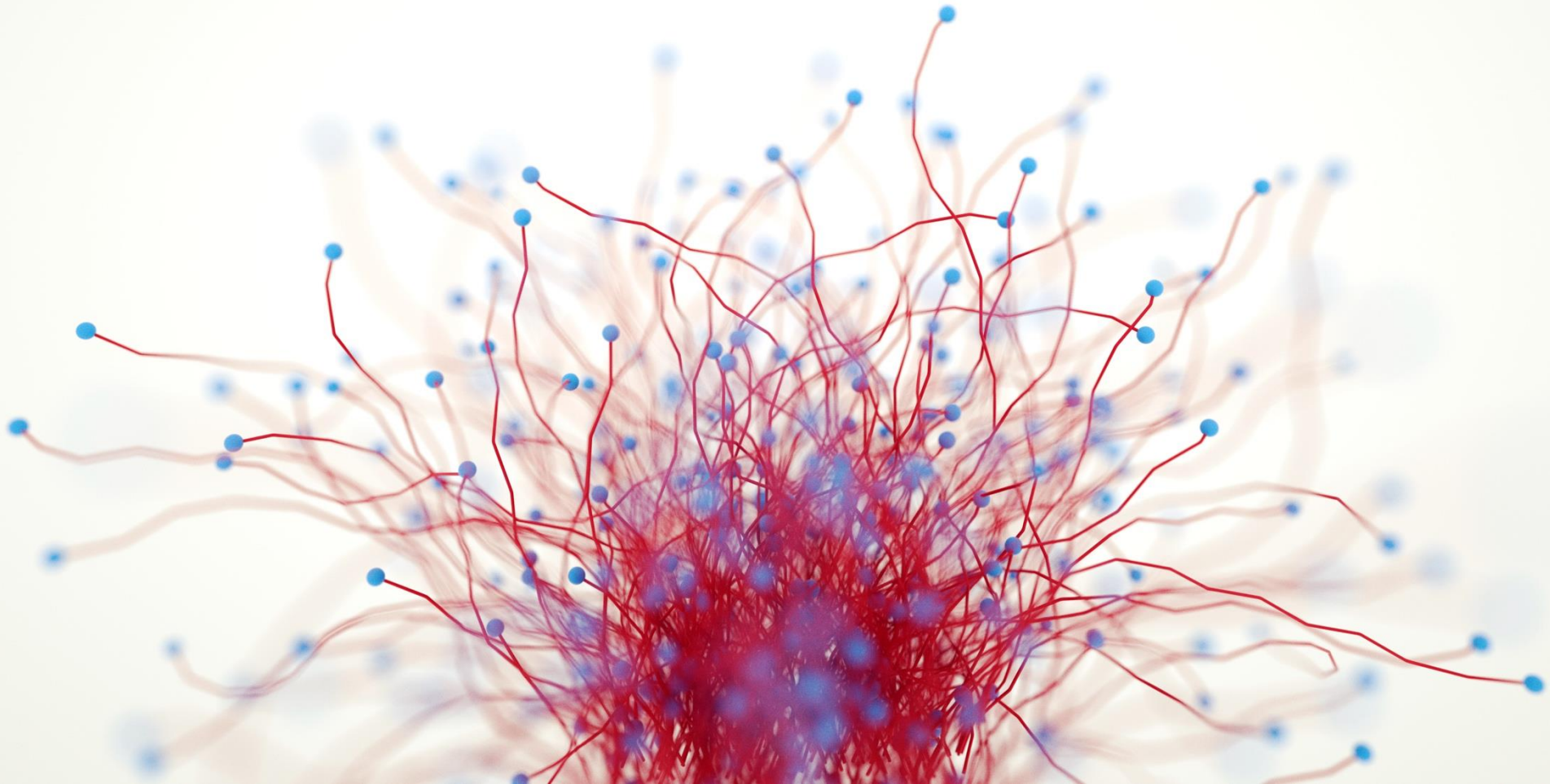
Most of us
want neuroscience
to be really
helpful.



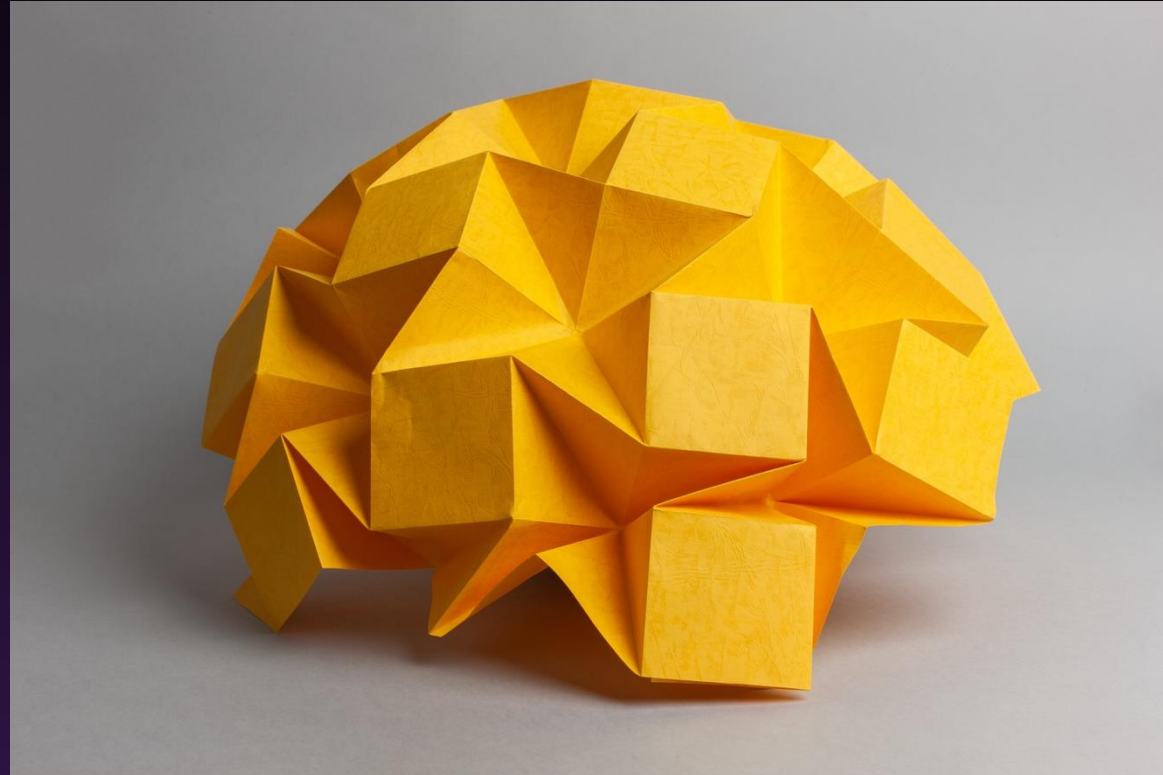
It Doesn't Work that Way



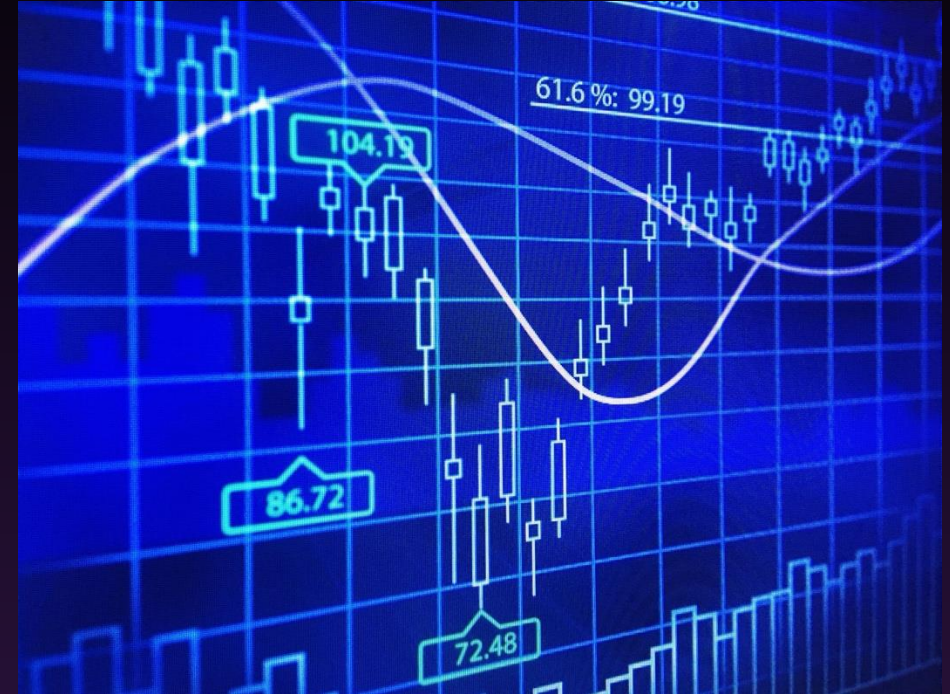
Science Evolves



Study results often aren't practical.



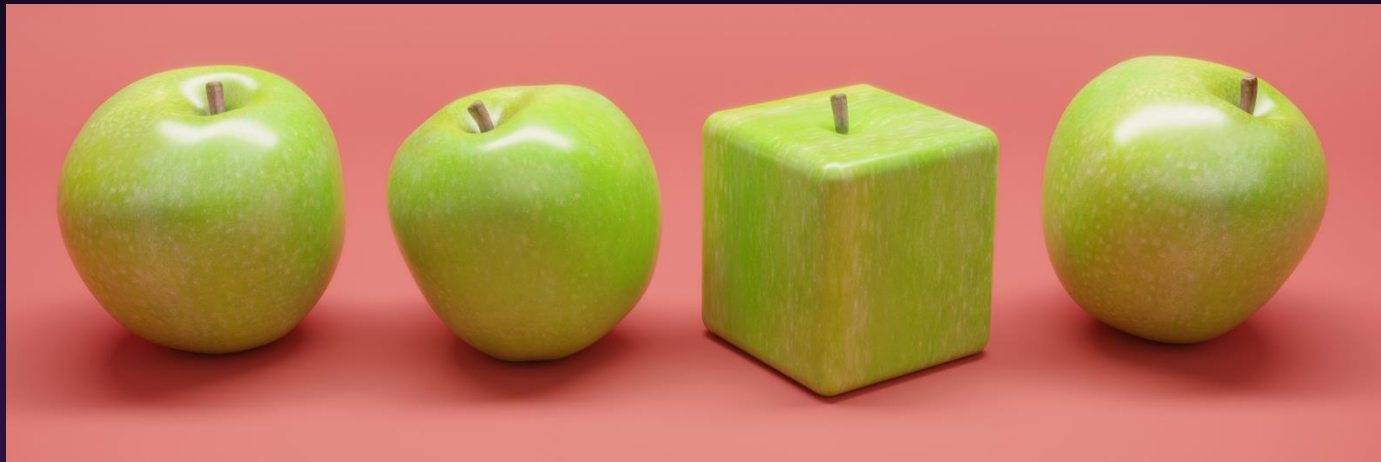
Interpretations of results are highly dependent on the assumptions of the researchers.



Medication responsiveness gives hints about neural mechanisms but not answers.



It's hard to tell which studies done on the general population might apply.



What Can Neuroscience Tell Us as Coaches?

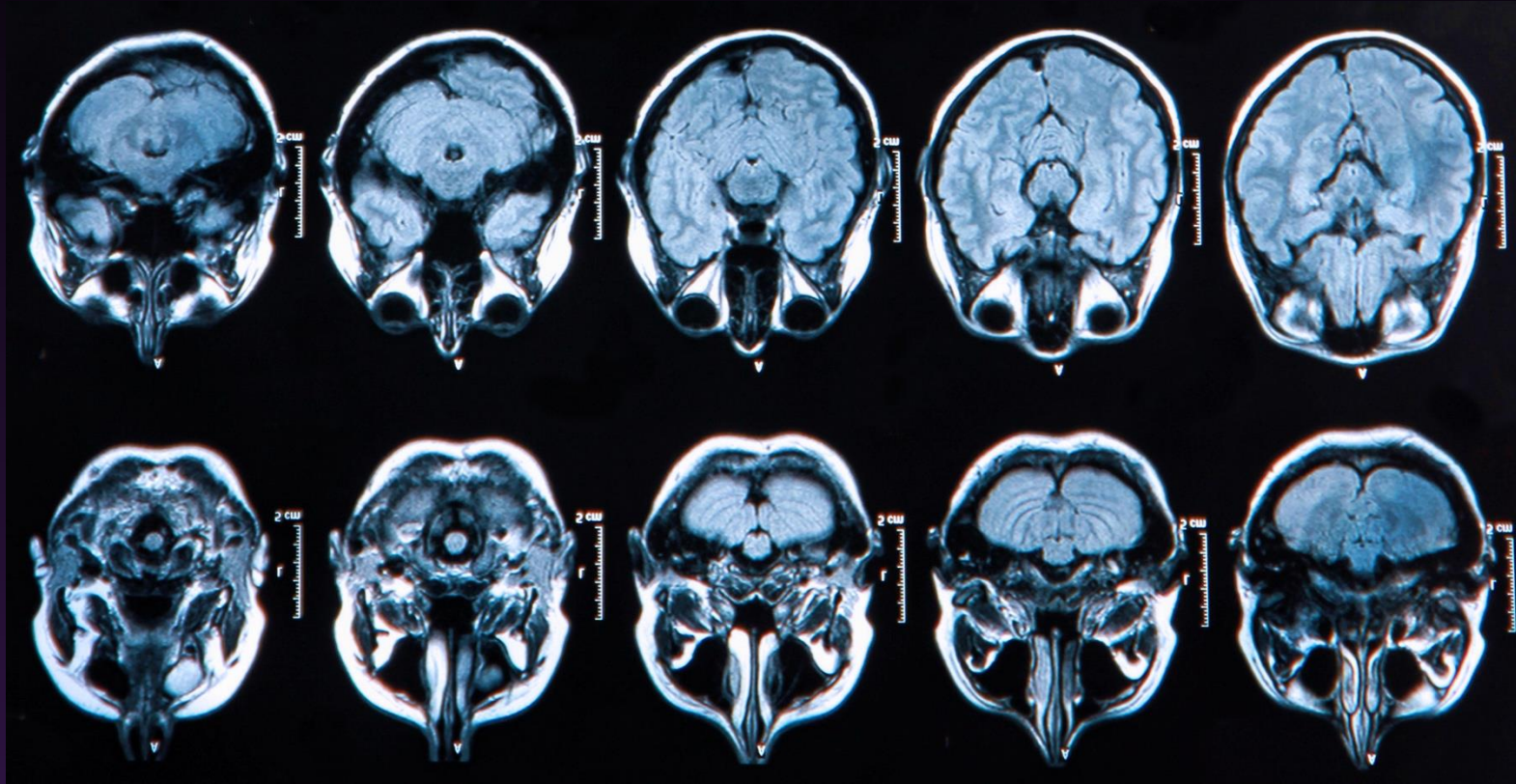


What Can't Neuroscience Tell Us as Coaches?

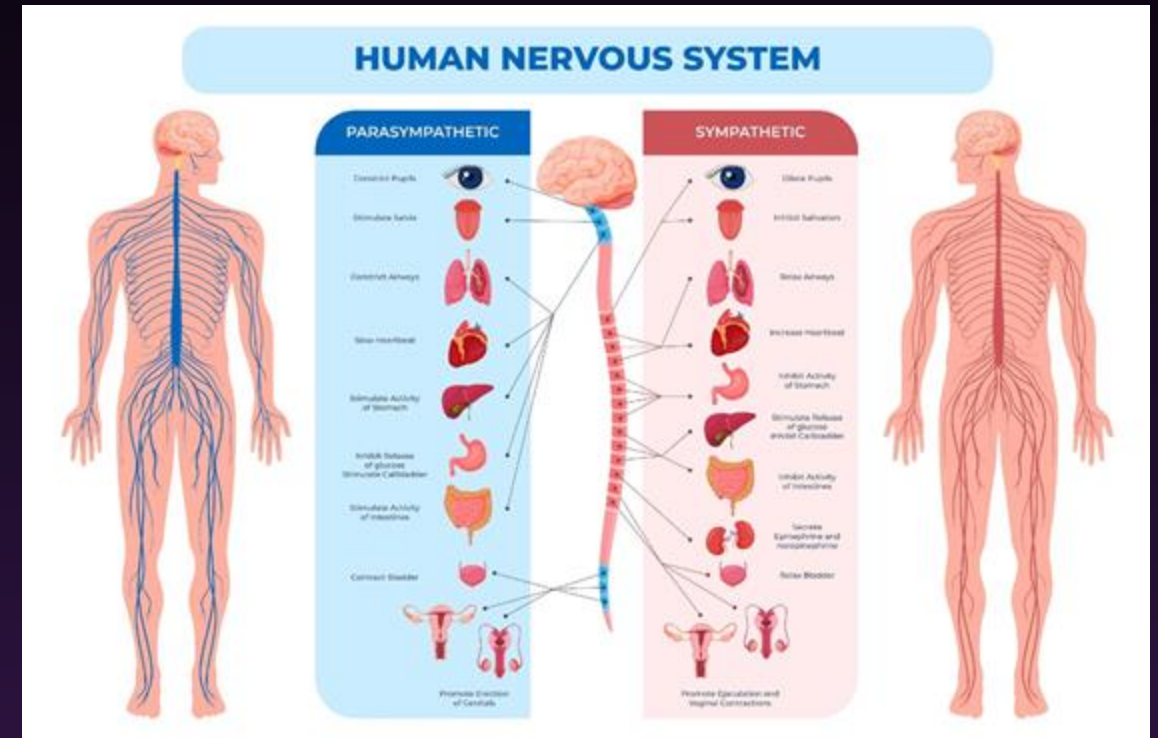
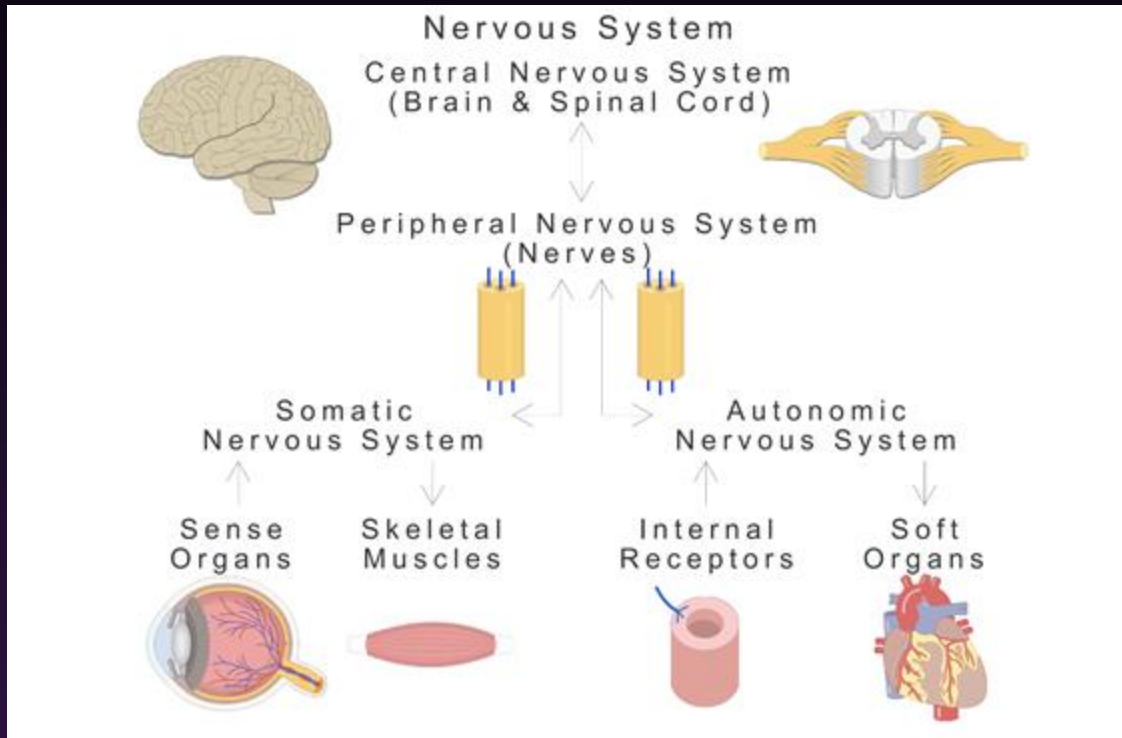
How to coach our clients

Two Uses of Neuroscience in Coaching

There are differences.



Threat Assessed => Unconscious Response



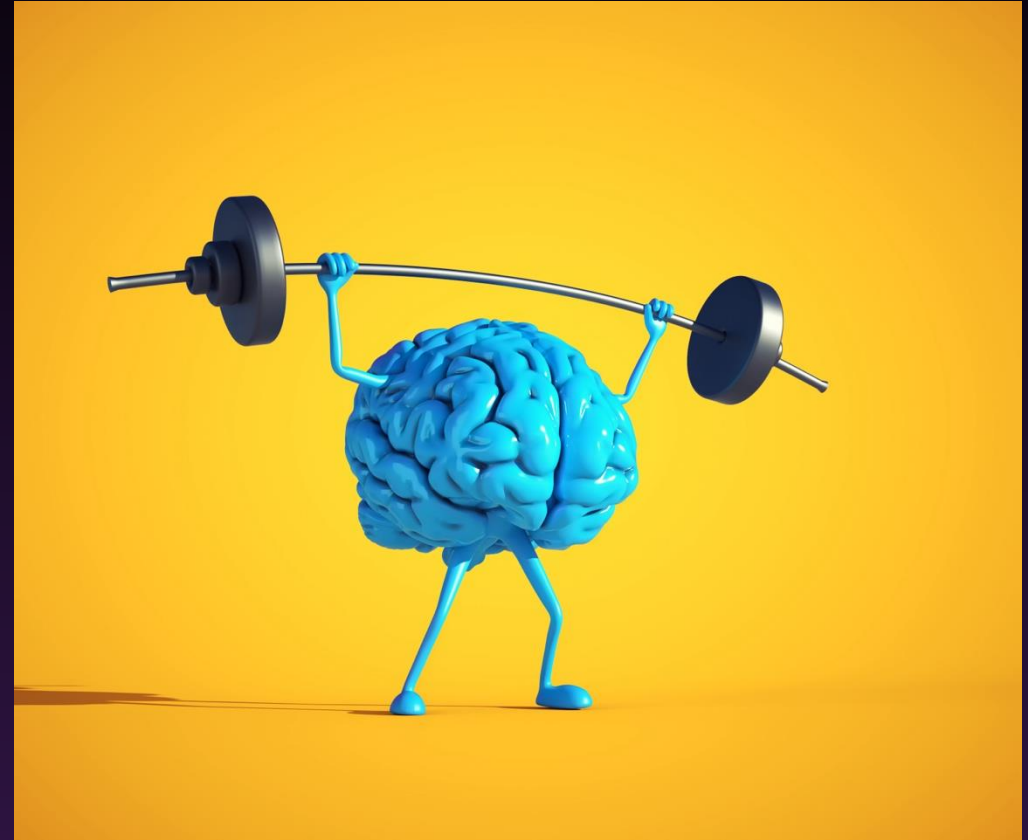


Neurodiversity and Neuroplasticity

Neuroplasticity: definition

The lifelong capacity of the brain to change and rewire itself in response to learning and experience.

This is how coaching
turns into change.



Coaching Competencies for Working Directly with Neuroplasticity

Maintains a Coaching Presence



Embodies a Coaching Mindset



Evokes Awareness



Facilitates Growth



5.5 Is comfortable working in a space of not knowing

Key Takeaways

- Neuroscience validates that all brains are different.
- Neuroplasticity is key to coaching because it is the key to change.
- The lack of specificity in neuroscience means coaches need to be comfortable working in the space of not knowing.

September: Ask Me Anything

Tuesday, Sept 17
8-9:30pm ET

Submit questions in advance.
Will be recorded and shared on YouTube.

No fee, will share the Zoom link and question form
to all newsletter subscribers.

What
Questions
do You
Have?

