

# Coach Approach to Working with Neurodivergence and Overwhelm

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# Introductions

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Toronto, Canada via US and UK

Harvard Law School  
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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

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# Designing our alliance: aka housekeeping

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

We will:

- Lecture quite a lot – there will be breakout rooms for a small group coaching activity 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

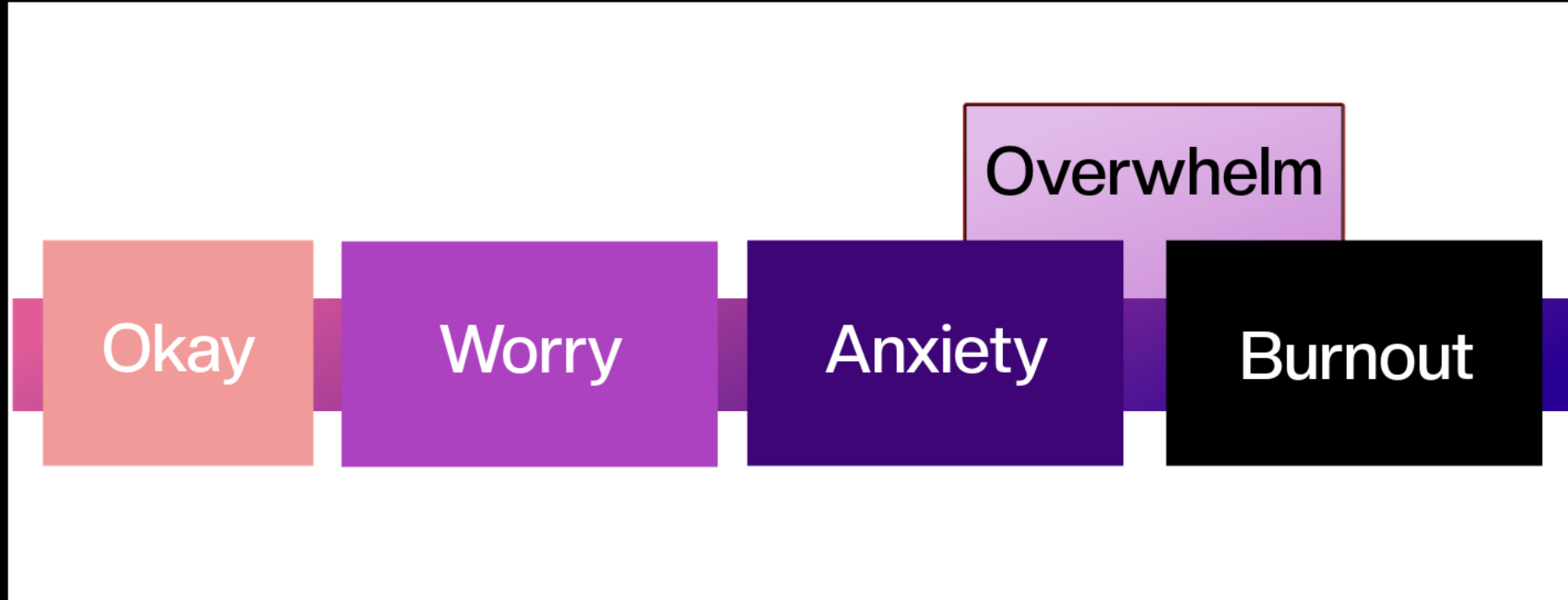


# Today's Agenda

- Introduction to Neurodivergence and Overwhelm
- How neurodivergent overwhelm shows up in coaching
- Three key coaching skills for working with overwhelm
- Group Coaching
- When to refer
- Q&A



# Introduction to Neurodivergence and Overwhelm











# How Neurodivergent Overwhelm Shows up in Coaching









**DANGER**



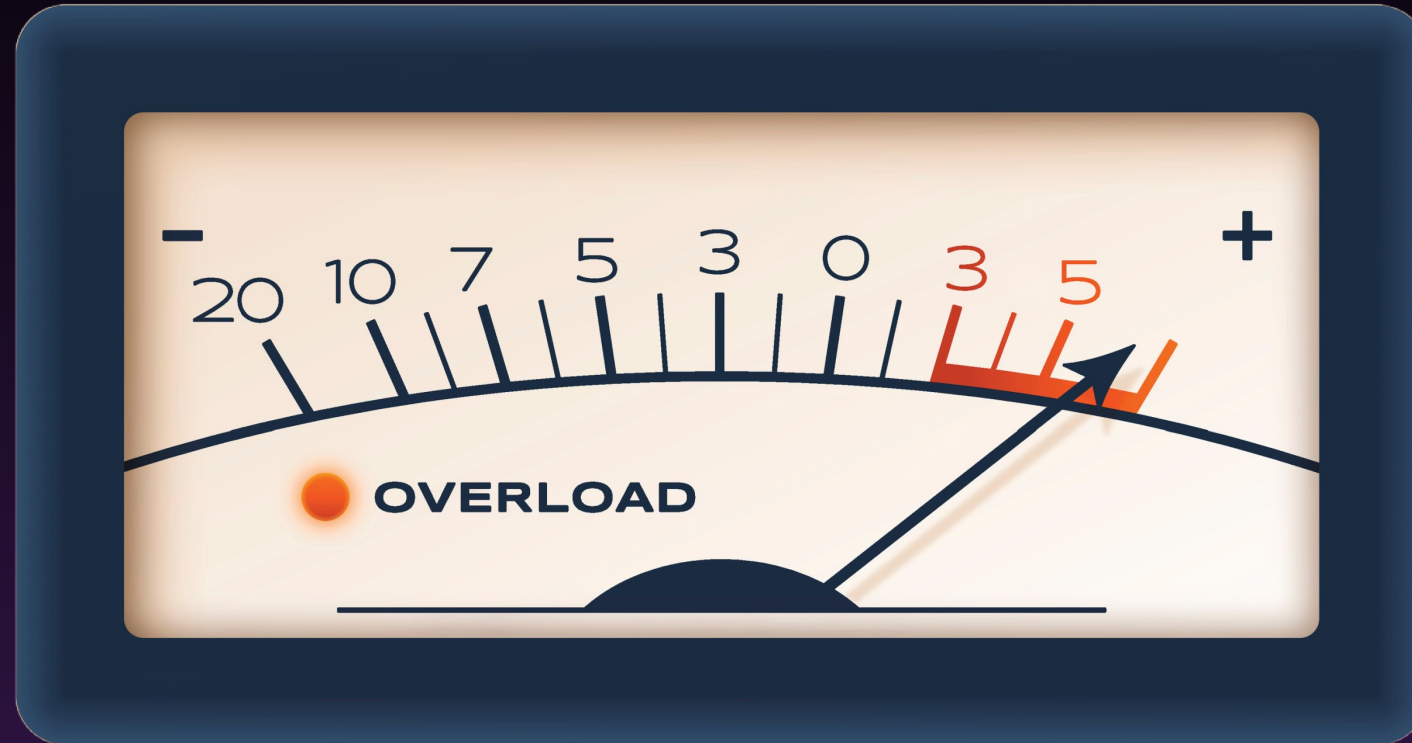
**NEURODIVERSITY**  
COACHING ACADEMY

# Three key coaching skills for working with overwhelm

- Recognize and name
- Allow
- Resourcing



# Recognize and Name



# Allow

- Overwhelm is a signal of capacity overload.
- You are not your overwhelm.
- Also allow all the other possible feelings.

# Resourcing



# A Note About The Client's Agenda

If client comes in overwhelmed, their agenda may be just the crisis moment, AND

We're probably doing a disservice to the client if we don't, at least in closing, have a moment of "what can you use from this going forward?"  
What might you need to avoid getting here again?

# Developing Coaching Range

# Coaching Exercise

# Coaching Exercise Debrief

# When to Refer

- Burnout that isn't improving
- Coach dysregulation
- Coaching Capacity – load balancing



# Key Takeaways

- Don't take your clients into the feeling of Overwhelm. Help them observe the state of being overwhelmed from the outside.
- Maintain your stance as steady companion outside their experience.
- Resourcing and chunking are the two main supports for getting out of overwhelm.