

Coaching for Communication Across Neurotypes

Kate Arms, JD, CPCC, PCC

Tracy Winter, Ph.D., PCC

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 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
- Take care of ourselves, whatever that means to you

Today's Agenda

- Intro to the double-empathy problem
- How the double-empathy problem shows up in coaching
- Key coaching competencies
- Activity – with breakout rooms
- Q&A



Introduction to the Double-Empathy Problem

The Double-Empathy Problem

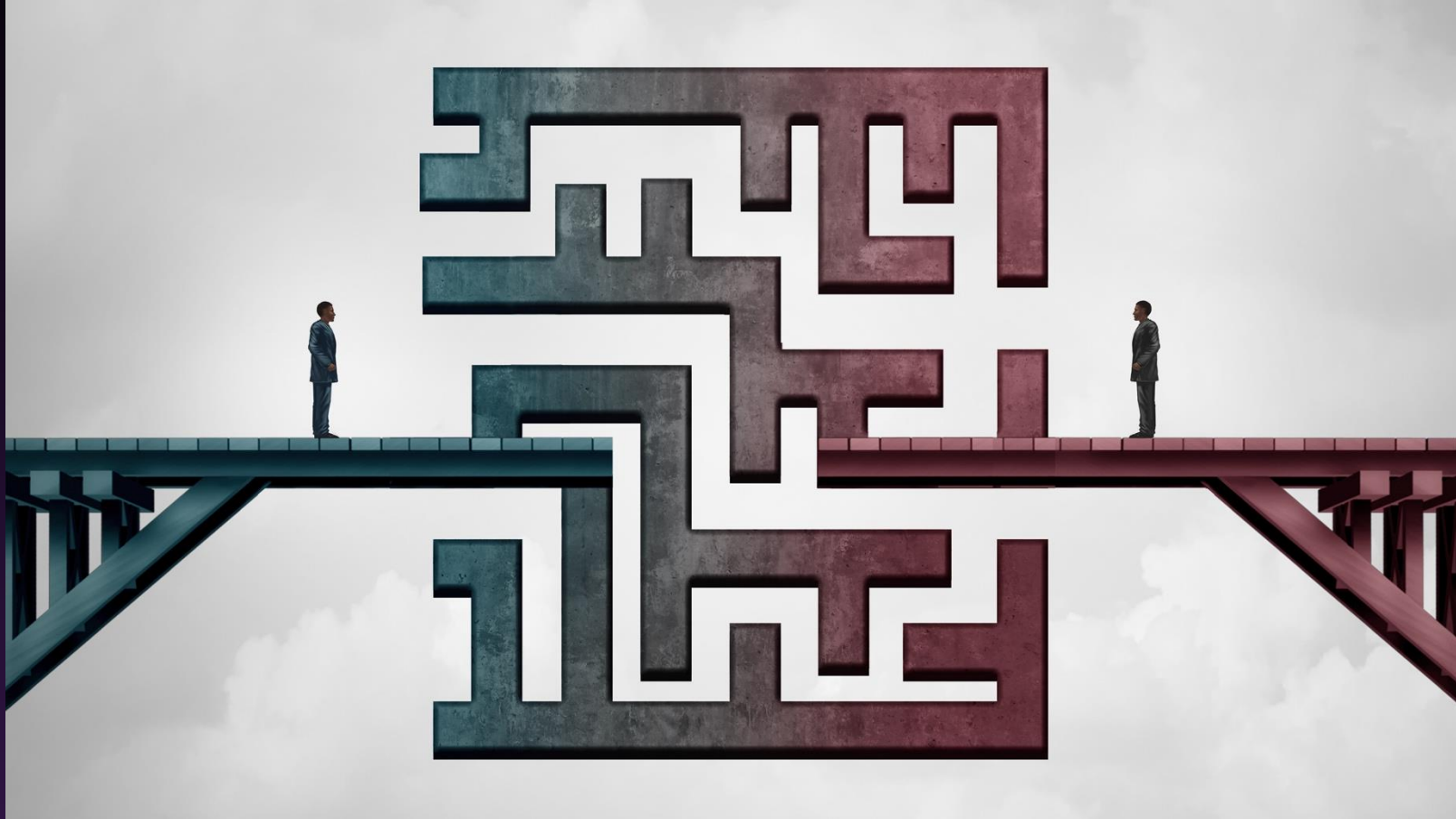
“disjuncture in reciprocity between two differently disposed social actors”

A lack of mutual understanding arising from differences in communication style, cognitive characteristics, and previous social experiences.



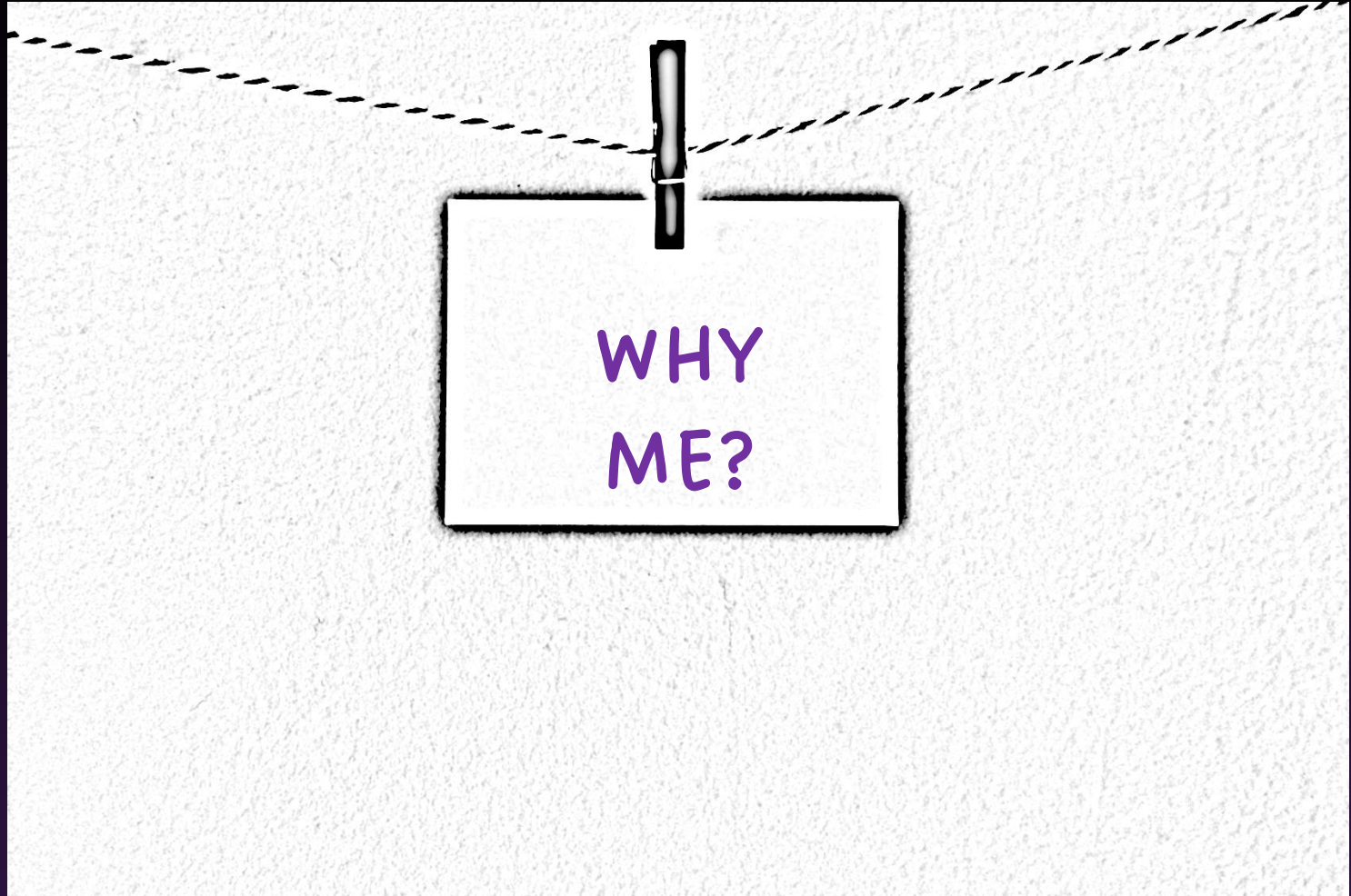
NEURODIVERSITY
COACHING ACADEMY

How the Double Empathy Problem Shows up in Coaching





NEURODIVERSITY
COACHING ACADEMY



I keep trying to offer
and explain ideas,
but no one is hearing
them.

I keep getting in trouble
for asking clarifying
questions

I say a thing and
then someone else
says it and gets
credit for it

Key coaching competencies

- Cultivates Trust and Safety
- Evokes Awareness
- Facilitates Growth

Trust and Safety



Window of Tolerance

Feel safe
Feelings are tolerable
Present moment awareness
Open and Curious
Feel and think simultaneously
Experience empathy

Evokes Awareness



NEURODIVERSITY

COACHING ACADEMY



NEURODIVERSITY

COACHING ACADEMY





NEURODIVERSITY
COACHING ACADEMY

NEURODIVERSITY

COACHING ACADEMY



Facilitates Growth



NEURODIVERSITY
COACHING ACADEMY

Coaching Activity

Think of a challenging relationship, a recent communication that didn't go well, or an upcoming conversation you expect to be challenging.

What do you believe about the other person and their intentions?

Is this true?

What evidence are you basing that thought on?

How does that thought impact what you bring to the relationship or conversation?

What other interpretations can you think of that are consistent with the observable facts?

How might you find out what's actually going on with the other person?

Breakout Rooms

Activity Debrief

Key Takeaways

- Avoid getting inducted into either party being the problem
- Make room and hold space for anger and pain
- Not always a problem to solve, see what the client really wants to do

What
Questions
do You
Have?

