

# Ethical Issues in Neurodiversity-Inclusive Coaching

March 2024



# 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

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 a discussion 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 Coaching Ethics
- Through the Neurodiversity-Inclusive Lens
- Ethics Scenario – Small Group
- Debrief
- Q&A





# Introduction to Coaching Ethics

# Ethics: A Definition



# Ethical Guidelines for Coaches



# Through the Neurodiversity- Inclusive lens

Where do  
we start?

**Do No  
Harm**







# Disintegrate and Reintegrate





**consent** /k

*consentire, f*

# Key Coaching Competencies

- Cultivates Trust and Safety
- Establishes and Maintains Agreements



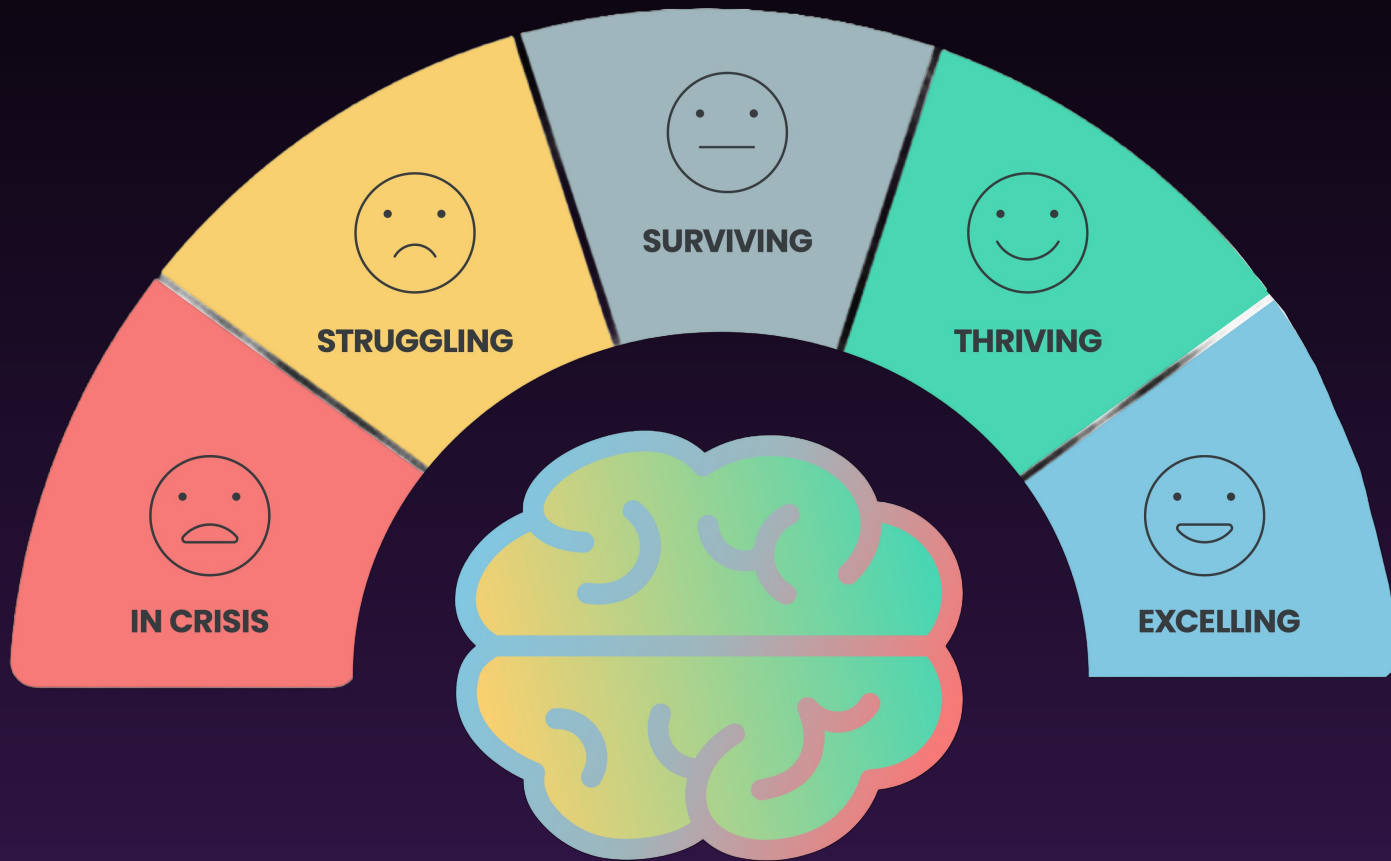
Language





# Conflict of Interest





# Mental Health and Coaching



# Coaching Mindset and Range



# Ethics Scenario

# Activity Debrief



# Key Takeaways

- DO NO HARM
- Cultivate trust and safety while remaining aware of ethical pitfalls like language and conflict of interest.
- Engage in coaching supervision and reflective activities to check your ethics regularly.

# Upcoming Master Classes

**Neurodivergence and Trauma-Awareness For Coaches: April 2024**

**Coaching for Communication Across Neurotypes: May 2024**

**Gender and Neurodiversity in Coaching: June 2024**

**Asynchronous Development in Neurodiversity-Inclusive Coaching: July 2024**

**Neuroscience of Neurodivergence for Coaches: August 2024**



# Next Master Class

## Neurodivergence and Trauma-Awareness For Coaches

April 2 at 8:00 PM ET

April 8 at 11:30 AM ET

[www.neurodiversitycoachingacademy.com](http://www.neurodiversitycoachingacademy.com)



# Mentor Coaching group programs with Tracy

## Program includes:

- 8 60-minute group sessions
- 3 60-minute individual mentoring sessions (1 before first group session, 2 after group sessions)
- *Individual sessions can be spread apart to cover the ICF's 3-month requirement.*
- Group size: 6-8 participants

## Pricing

- \$1695 in three installments
- 10% discount for paying in full (\$1525)
- *\$150 discount if you register by the end of March 2024 for May group.*

## Dates

- May 1 – June 19, 2024 100 – 2:00 pm ET
- Sept

# Coaching Supervision group programs with Kate

## Program includes:

- 5 90-minute group sessions
- 3 60-minute individual supervision sessions
- Group size: 6-8 participants

## Pricing

- \$1695 in three installments
- 10% discount for paying in full (\$1525)
- *\$150 discount if you register by the end of March 2024 for May group.*

## Dates

- Fridays every two weeks starting May 3, 2024  
12-1:30pm ET
- Sept 2024 – Jan 2025 monthly

# Mentoring and Supervision Registration

[www.neurodiversitycoachingacademy.com/mentor-coaching-registration](http://www.neurodiversitycoachingacademy.com/mentor-coaching-registration)

[www.neurodiversitycoachingacademy.com/coaching-supervision-registration](http://www.neurodiversitycoachingacademy.com/coaching-supervision-registration)



What  
Questions  
do You  
Have?



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