

Neurodivergence and Trauma-Awareness For Coaches

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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

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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 an introduction to trauma-awareness and how being trauma-sensitive is an important component of being neurodiversity-inclusive coaches.

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 -- there will be times for questions, but no activity
- 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

Respect that even speaking about trauma can be activating



Today's Agenda

- Introduction to trauma and neurodiversity-inclusivity
- How trauma impacts coaching
- Distinguishing between trauma-sensitive coaching and trauma-recovery
- Key practices for being a trauma-sensitive coach
- When to refer
- Q&A



Introduction to Trauma and Neurodiversity-Inclusivity

Stress – Definition

Stress is the nonspecific response of the body to any demand for change.

Trauma – Definitions

Traumatic stress is stress that overwhelms the nervous system.

Trauma – Definitions

Post-traumatic stress is traumatic stress responses that are still living in the body.

Trauma – Definitions

Post-Traumatic Stress Disorder (PTSD) is post-traumatic stress caused by specified stressors that create a level of dysfunction recognized by the Diagnostic Statistical Manual.

Trauma – Prevalence

90% of people will live through a traumatic event as defined by the DSM

8% of people will experience PTSD at some point in their lives

Triggered

Responding to a present situation in a way that includes a response to a past experience that has not been fully processed.

The Good News

Bodies naturally heal trauma when they can.

Bodies naturally titrate what they can handle when given the opportunity.

Window of Tolerance



Hyperaroused

Tension, shaking
Emotional reactivity
Defensiveness
Racing thoughts
Intrusive imagery
Emotional overwhelm
Feeling unsafe
Obsessive/cyclical thoughts



Window of Tolerance

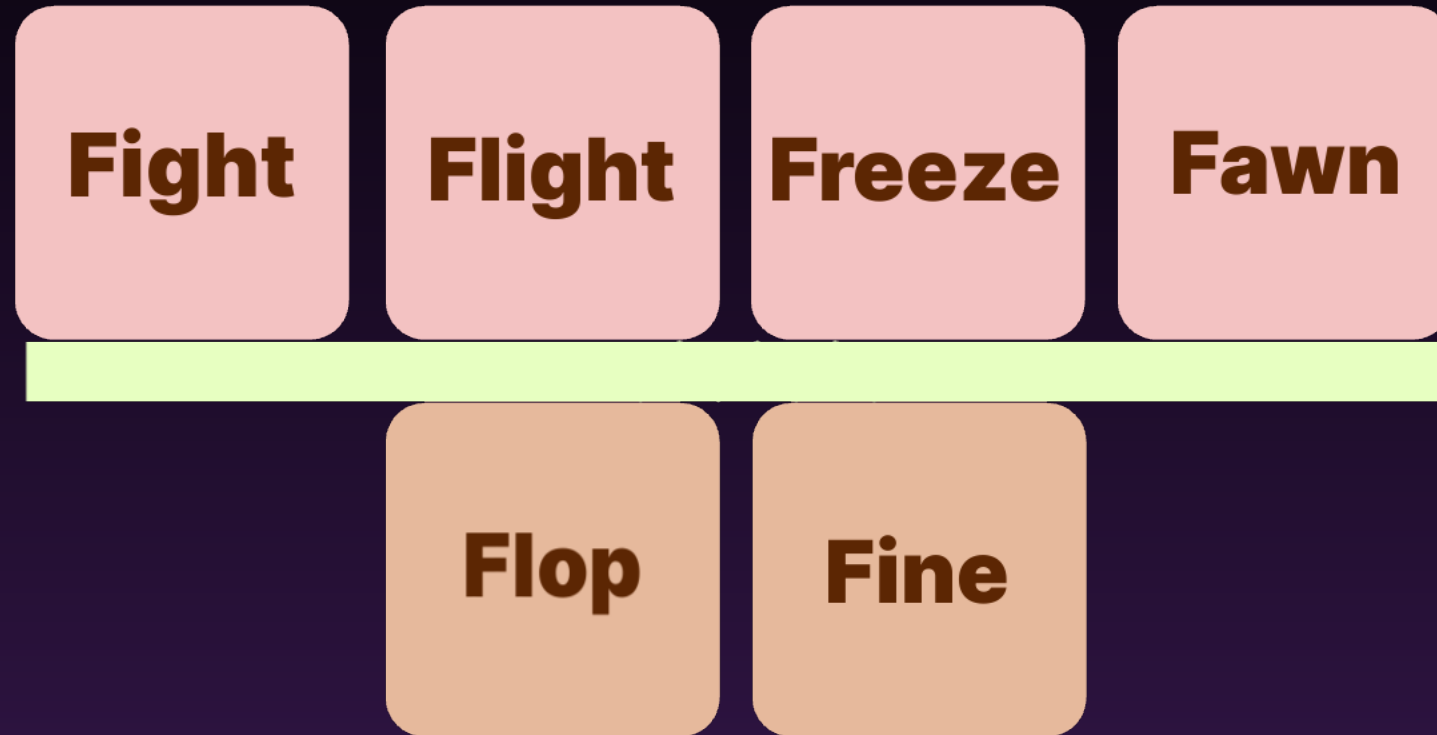
Feel and think simultaneously
Experience empathy
Feelings are tolerable
Present moment awareness
Open and Curious
Aware of boundaries (self and others)
Reactions adapt to situation
Feel safe



Hypoaroused

Relative absence of sensation
No energy
Reduced physical movement
Don't feel all "there"
Can't defend oneself - no boundaries
Can't think clearly
Emotionally numb
Flat affect
Shame without compassion

Categories of Trauma Responses



Observable Trauma Responses

Pale

Non-verbal

Hyposensitive

Flushed

Shaking

Avoidant

In head

Nausea

Forgetful

**Emotional
outbursts**

Impulsive

Flat Affect

Flashbacks

Anxiety

Rigidity

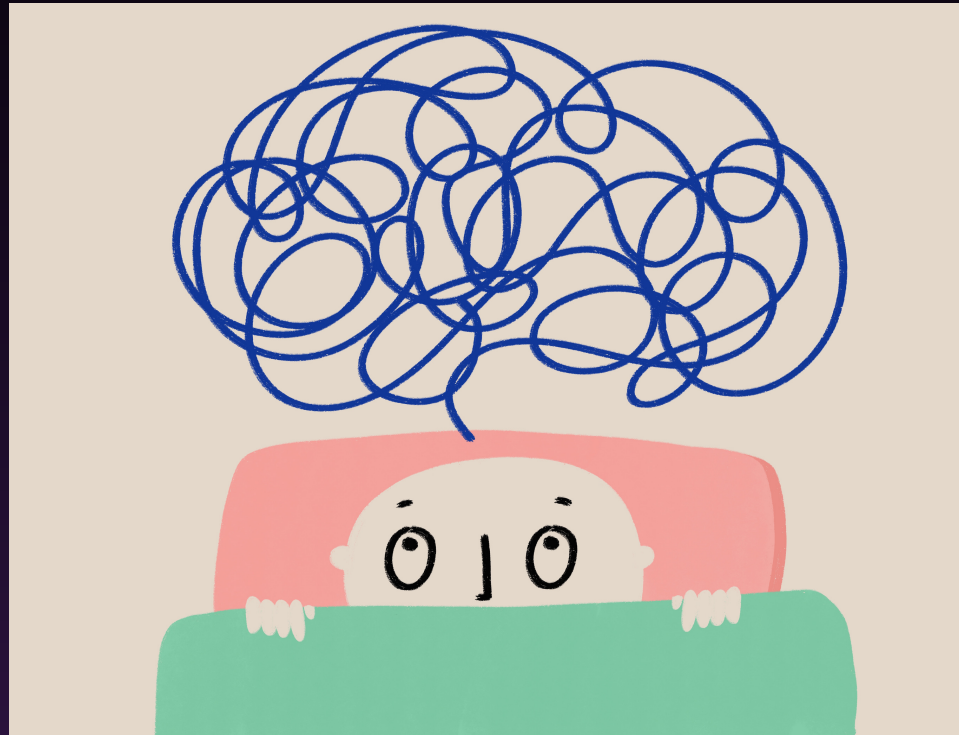
Wary

Gauges



Trauma and Neurodiversity

Trauma Responses or Different Neurotype?



Trauma from Neurodivergence



How Trauma Impacts Coaching

Hand Fist



The Potential For Activating Trauma is Always Part of Every Coaching Moment



When a Client is Ready to Process



When a Client is Not Ready to Shift



Distinguishing Between Trauma-Sensitive Coaching and Trauma-Recovery

Trauma-Sensitive Practitioner

1. Realizes the widespread impact of trauma
2. Recognizes symptoms of traumatic stress
3. Responds effectively
4. Avoids retraumatization



The Paradox at the Heart of Trauma-Sensitive Coaching

Assume Trauma May Be Nearby
Don't Go Looking For It



Key Practices for Being a Trauma-Sensitive Coach

Trauma-Sensitive Practitioner

1. Realizes the widespread impact of trauma
2. Recognizes symptoms of traumatic stress
3. Responds effectively
4. Avoids retraumatization

Responding Effectively if Coaching Inadvertently Activates a Trauma Response



Energy Demand of Deep Work



Maintain Coaching Presence and Mindset



Explicitly Give the Client Agency - Frequently



Believe They're
Not Broken
and Remind
Them



Honor the
Wisdom of Their
Body



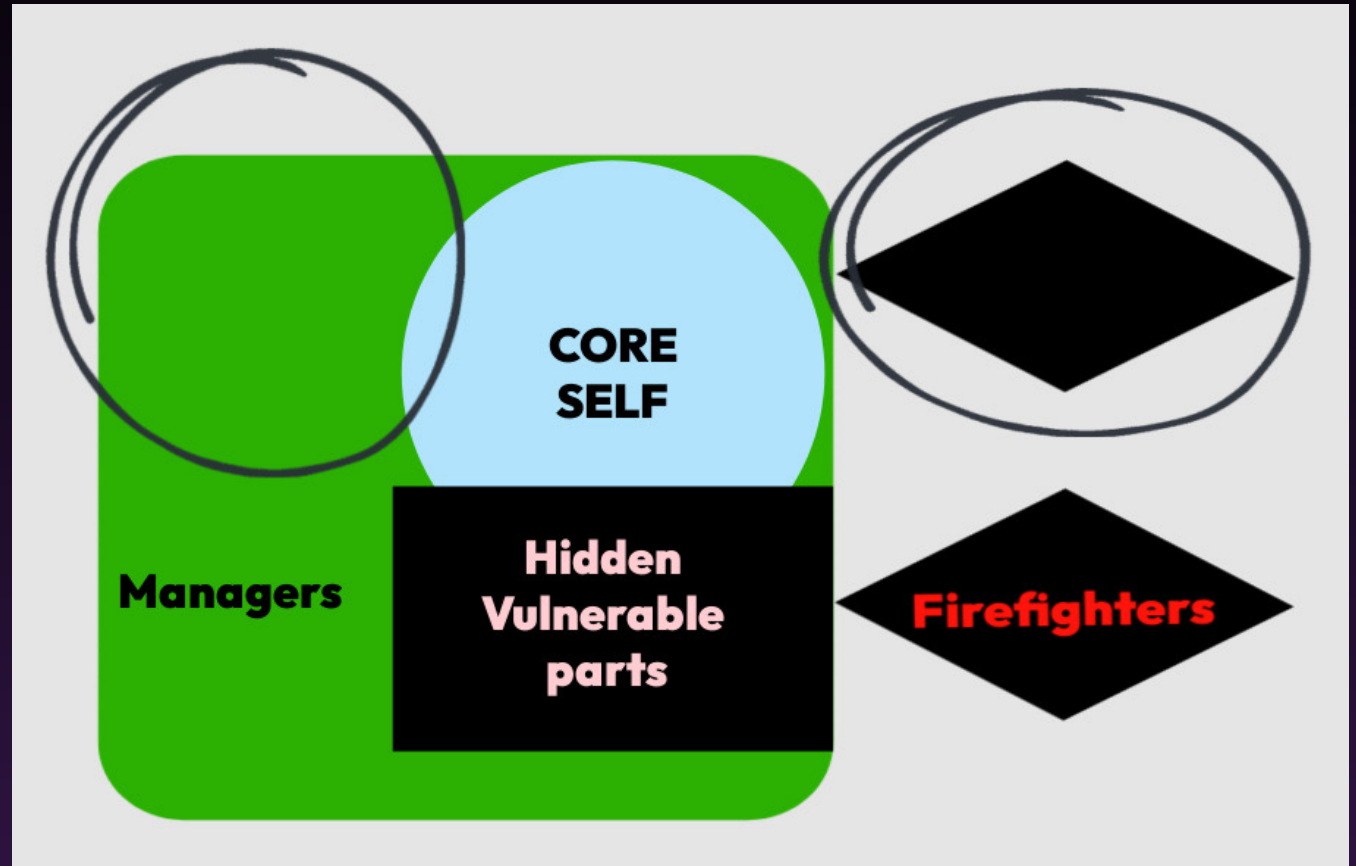
NEURODIVERSITY
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Witnessing Stories

In the beginning...



Parts Work





Working with Shame

When to Refer

Coaching Range

Key Takeaways

- Trauma occurs when a nervous system gets stuck in a reaction to a past event.
- Neurodivergence plus an unsupportive environment can create complex or chronic trauma.
- Assume trauma is there and be prepared for it.
- Coaching skills to master: asking permission, designing alliance, non-attachment to questions or outcomes, flat mirror

Neurodiversity Celebration Week Thank You!!



**Noodling with
Neurodiversity
Coaching Academy**

Now on
 **YouTube**

Upcoming Master Classes

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 Online

Neurodiversity Training for Coaches

Coaching for Communication Across Neurotypes

aka Working with The Double-Empathy Problem

May 7 at 8:00 PM ET
May 13 at 11:30 AM ET

www.neurodiversitycoachingacademy.com



Mentor Coaching & Coaching Supervision update

Specialization Certification update

Community of Practice Information Gathering Announcement

What
Questions
do You
Have?



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