

Coaching for Communication Across Neurotypes

May 2024



Introductions

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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

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 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

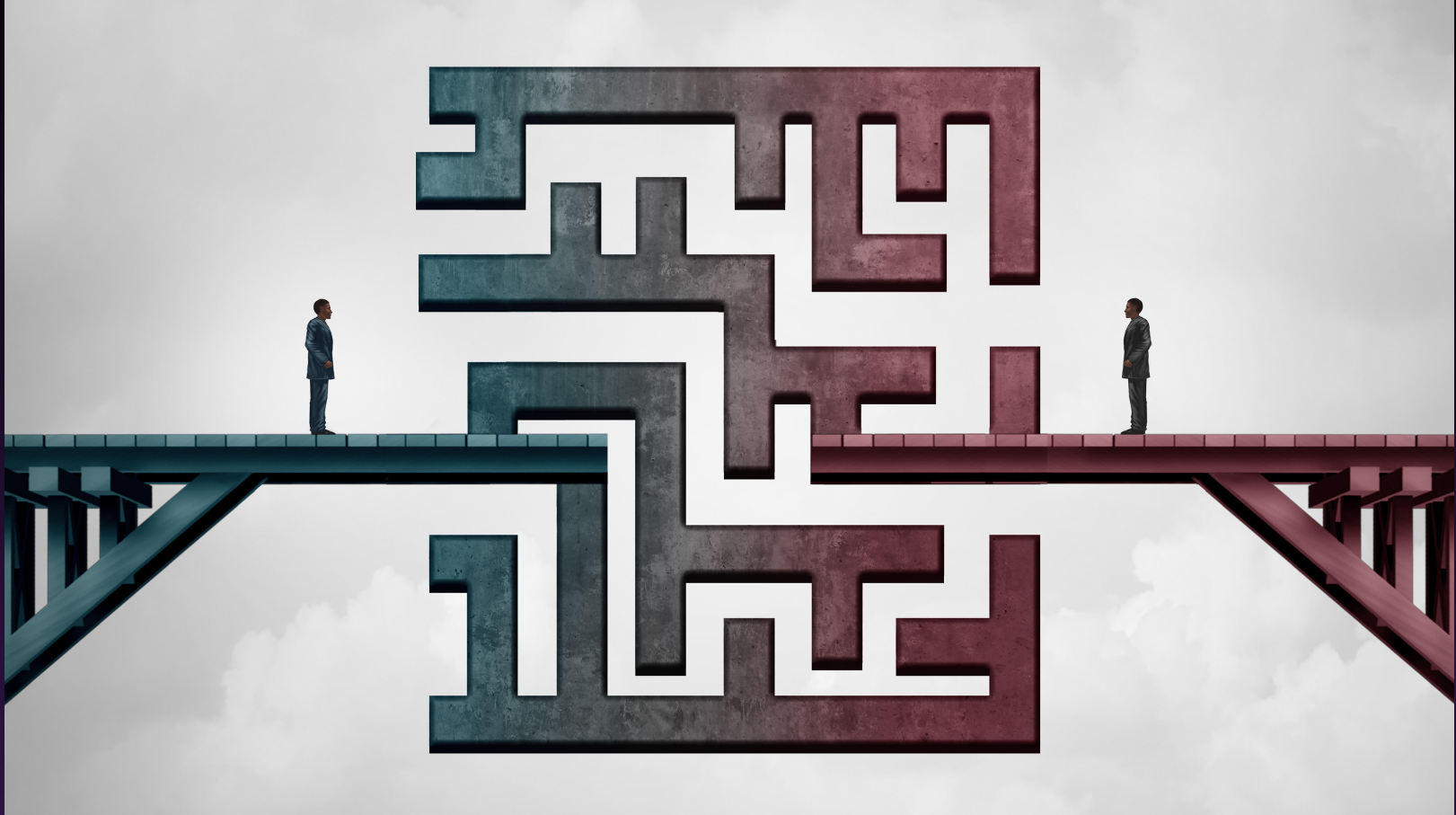
The Double-Empathy Problem

“disjuncture in reciprocity between two differently disposed social actors”

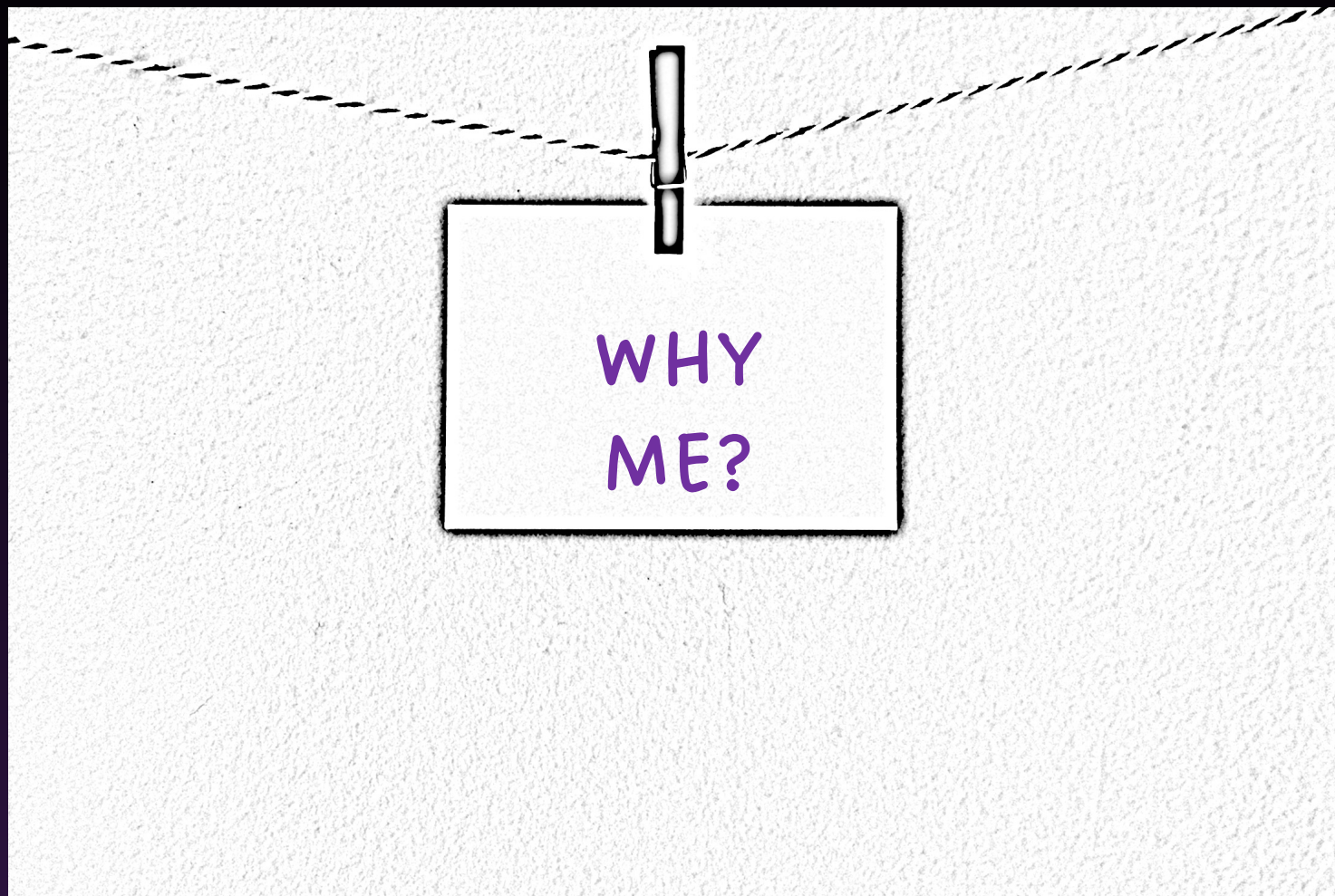
A lack of mutual understanding arising from differences in communication style, cognitive characteristics, and previous social experiences.



How the Double Empathy Problem Shows up in Coaching







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



Facilitates Growth



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

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

Upcoming Master Classes

- **Gender and Neurodiversity in Coaching: June 2024**
June 4 at 8:00 PM ET
June 10 at 11:30 AM ET
- **Asynchronous Development in Neurodiversity-Inclusive Coaching: July 2024**
- **Neuroscience of Neurodivergence for Coaches: August 2024**

www.neurodiversitycoachingacademy.com



What
Questions
do You
Have?

