

Coaching Twice-Exceptional Clients

October 2023



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 a high-level overview of coaching twice-exceptional clients.

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

Today's Agenda

- Introduction to twice-exceptionality
- How twice-exceptionality shows up in coaching
- Three key coaching skills for working with twice-exceptional clients
- Demo and debrief
- Q&A



Introduction to Twice-Exceptionality

Twice-Exceptional: A History

Educational term

Gifted students who have some form of learning or developmental disability.



Gifted: A Definitional Quagmire

Educational term

High academic potential

High academic achievement

Renzulli et al: 10-15% of kids gifted

Must become eminent to be a gifted adult



Gifted: A Definitional Quagmire

Psychological term

High IQ

Multiple Intelligences

If you're a gifted kid, you're a gifted adult



Gifted: A Definitional Quagmire

Columbus Group Definition

Asynchronous development in which advanced cognitive abilities and heightened intensity combine to create inner experiences and awareness that are qualitatively different from the norm.



Learning or Developmental Disability

What's included?

Dyslexia

Dyspraxia

Dyscalculia

Sensory
Processing
Disorder

ADHD

Autism

Tourette's
syndrome

Obsessive-
compulsive
Disorder

Anxiety

Depression

Physical
Disability

Twice-Exceptional: A Pragmatic Approach

Spiky Profile



Prevalence

We don't actually
know.

An Example of Twice-Exceptionality: Stealth Dyslexia



How Twice-Exceptionality Shows Up in Coaching

How twice-exceptionality shows up in “High Achievers”

If I'm so smart, why
can't I just ...

Everything takes
longer than it
should.

I shouldn't be
so tired after a
day like this.

I don't know why I
procrastinate..

I was doing fine and
then it all went
wrong.

Self-
Exasperation

Shame

Imposter
Syndrome

How twice-exceptionality shows up in “Under Achievers”

Self-Exasperation

Learned
helplessness

Everything takes
longer than it
should.

I should be
better than
this.

I don't know
what I want to
do.

Depression/
Anxiety

If I'm so smart,
why can't I..?

I'm not living up to
my potential

Shame

Levels of development
look different

Things to look for as a coach

- Self-awareness or lack of self-awareness
- Relationship to labels
- Self-compassion or Self-judging

2E Clients will test you or
make you feel like a more
effective coach than you are.



Being inducted



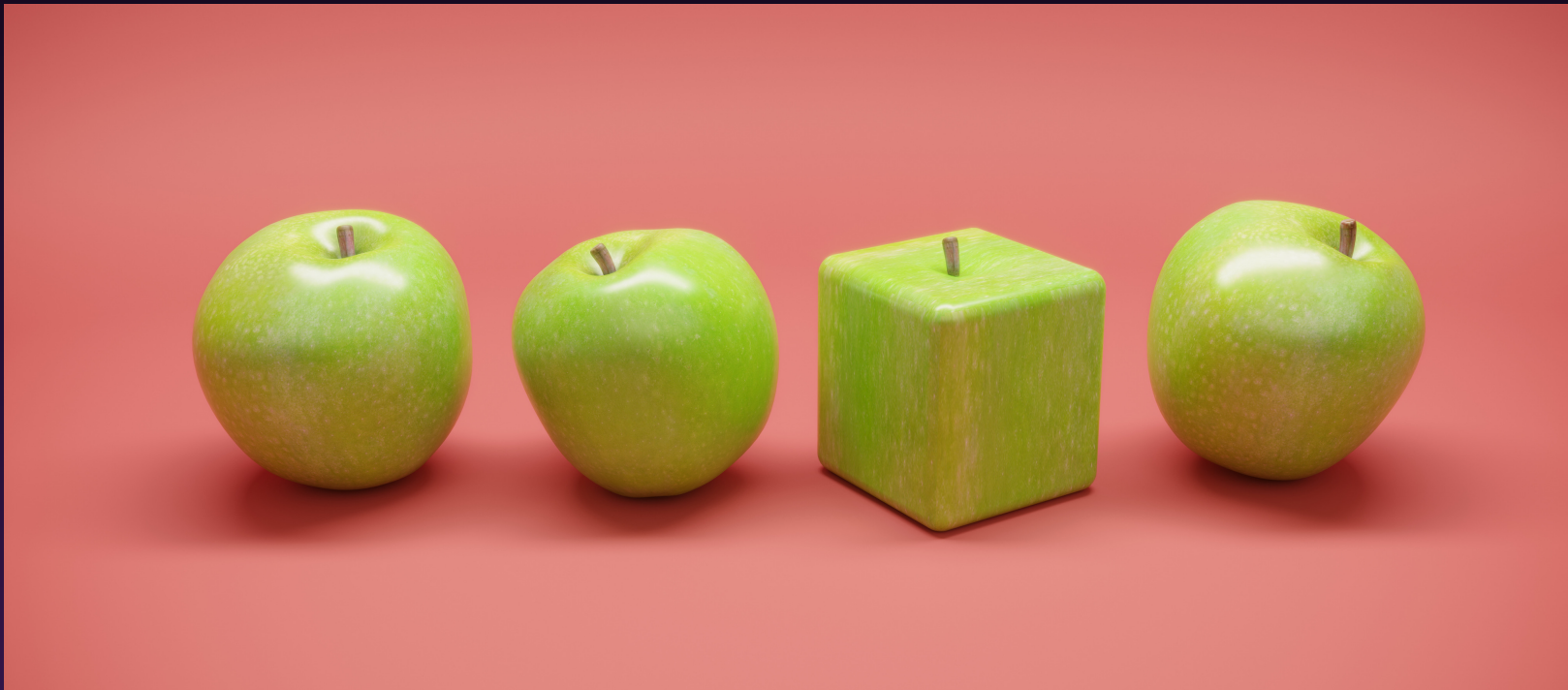
Three Key Coaching Skills for Working with Twice-Exceptional Clients

- Recognize the gifts of self-protection
- Create cognitive dissonance
- Add data

Recognize the Gifts of Self-Protection



Create Cognitive Dissonance



Add Data



Developing Coaching Range



Coaching Demo

Coaching Demo Debrief

Key Takeaways

- You might not be able to see both exceptionalities unless you know what you are looking for.
- Because of the inner complexity of twice-exceptional clients, the journey to their agenda may be twisty.
- The key to coaching twice-exceptional clients is love and presence.

Upcoming Neurodiversity-Inclusive Coaching Classes

Coach Approach to Working with Neurodivergence and Overwhelm: November 2023

Turning Cons of Neurodivergence to Pros Without Toxic Positivity: December 2023

Neurodivergent Reflections: Flat Mirror or Funhouse Mirror?: January 2024

Self-Presentation and Neurodivergent Masking: What's the Difference?: February 2024

Ethical Issues in Neurodiversity-Inclusive Coaching: March 2024

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 Class

Coach Approach to Working with Neurodivergence and Overwhelm

Nov 6 at 11:30 AM ET

Nov 7 at 8:00 PM ET

www.neurodiversitycoachingacademy.com



Mentoring and Supervision group programs January 2024

Email us at:

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What
Questions
do You
Have?



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