

Neurodivergent Reflections: Flat Mirror or Funhouse Mirror?

January 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 skill-building activity in breakout rooms 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 yourself

Today's Agenda

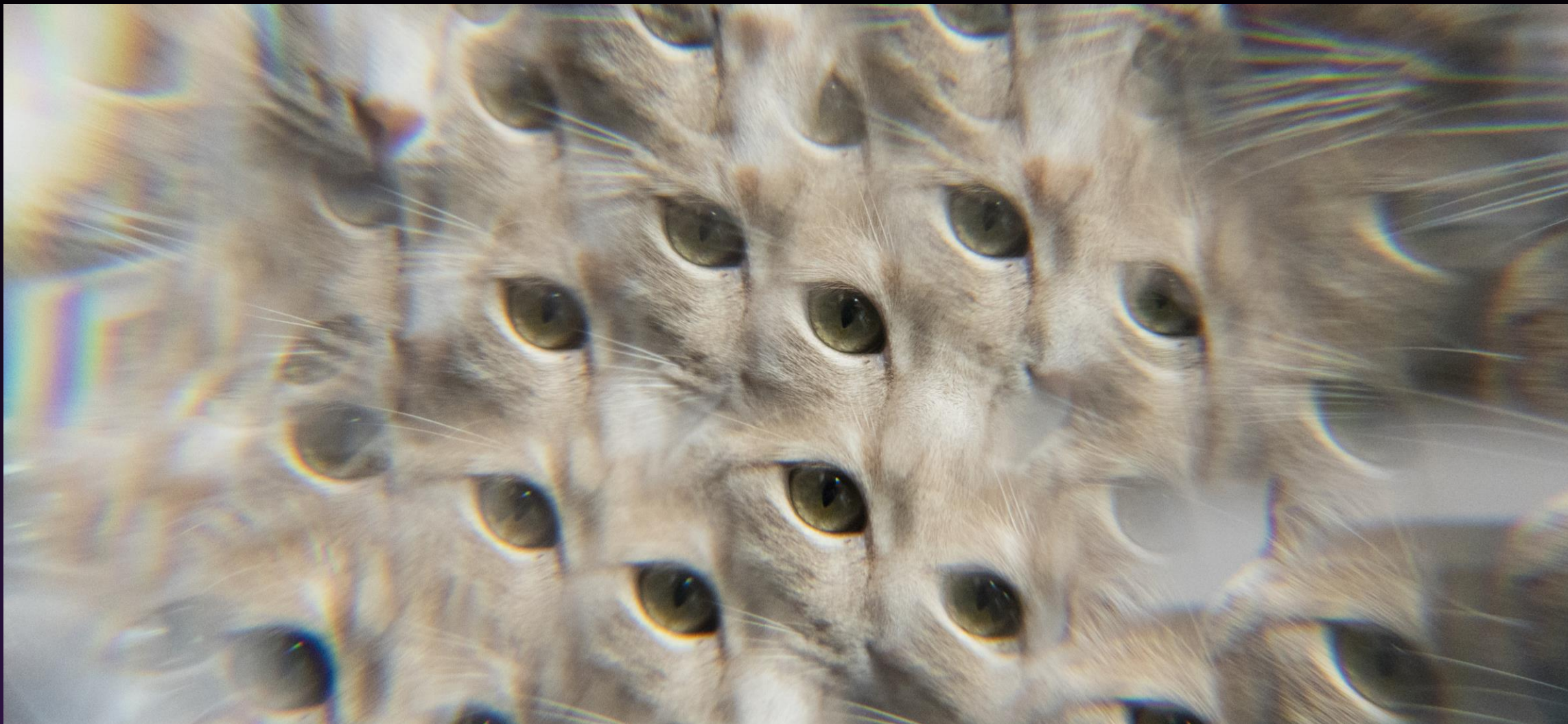
- Introduction to Flat versus Funhouse Mirrors
- How does this show up in coaching?
- Three key coaching skills
- Skill-building Activity
- When to refer
- Q&A



Introduction to Flat versus Funhouse Mirrors



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Inner conflict leads to functional freeze, withdrawal behind a mask, acting out behaviours, people pleasing, and collapse

Coping Mechanisms



Behavioral Costumes



Blind Spots





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How Does this Show up in Coaching?

Being a Flat Mirror is a Coaching Skill



Practice Makes Better





Being a Funhouse Mirror Harms Our Clients

Three key coaching skills

Monitor the Conversation for Signs of Coping Mechanisms



Listen with a Beginner's Ear



Reflect Facts not Interpretations



Skill-Building Practice

Skill-Building Practice Debrief

When to Refer

Key Takeaways

- Being a flat mirror is primarily a skillset in self-management and skillful use of language
- If your client is used to receiving funhouse mirror reflections, flat mirror reflections will have big impact.
- When a client feels poorly reflected, there will not be enough safety in the relationship for effective coaching.

Upcoming Master Classes

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 Master Class

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

Feb 6 at 8:00 PM ET/11 AM AEDT on Feb 7

Feb 12 at 11:30AM ET/ 4:30PM GMT

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Mentoring and Supervision group programs January, May, Sept

Email us at:

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What
Questions
do You
Have?

