

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

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# Introductions

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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 masking and challenges around self-presentation.

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 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 masking
- How masking shows up in coaching
- Two key coaching competencies for working with clients around issues of self-presentation
- Demo
- Ethics
- Q&A

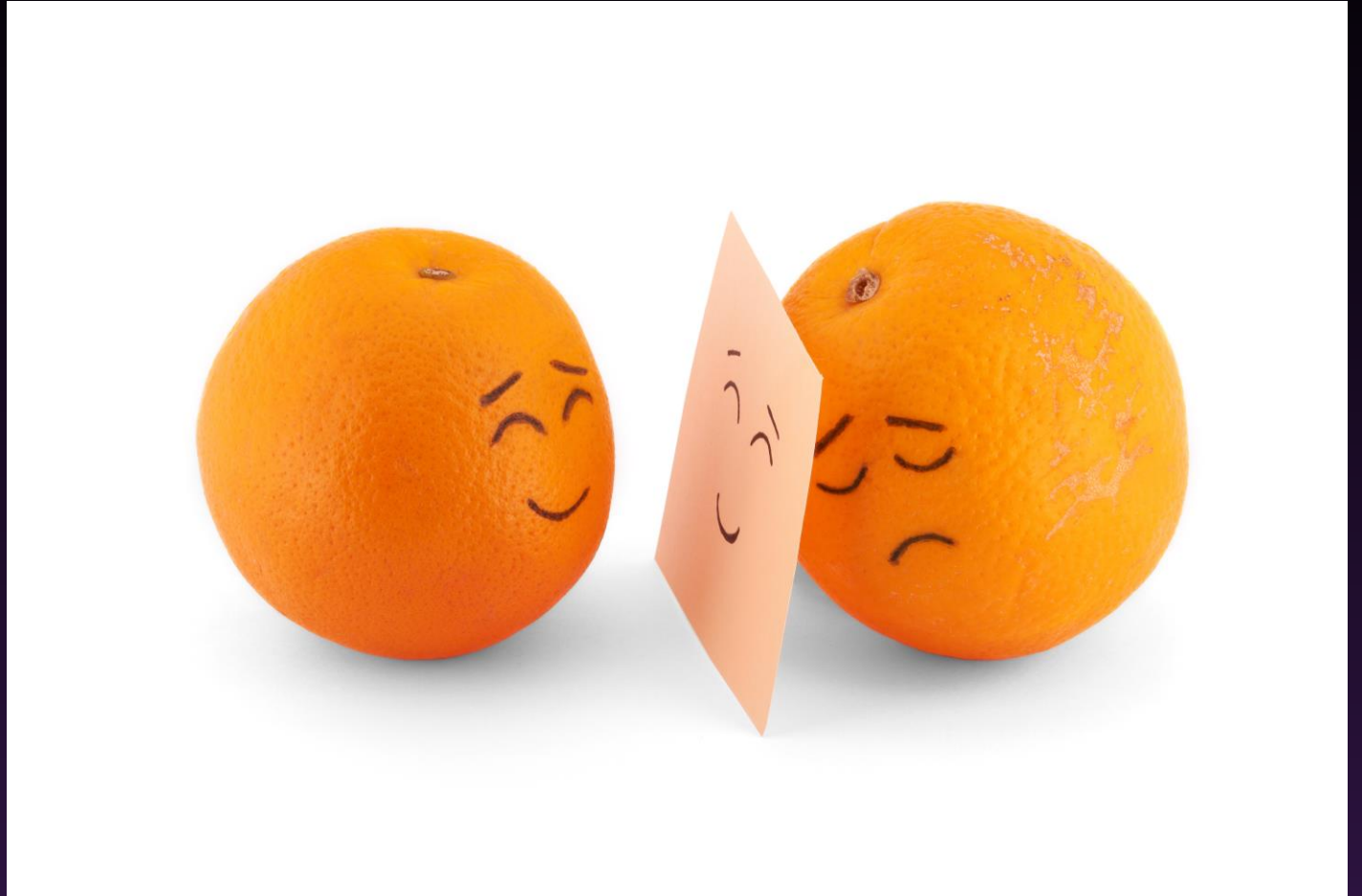


# Introduction to Self-Presentation and Masking

# Self-Presentation



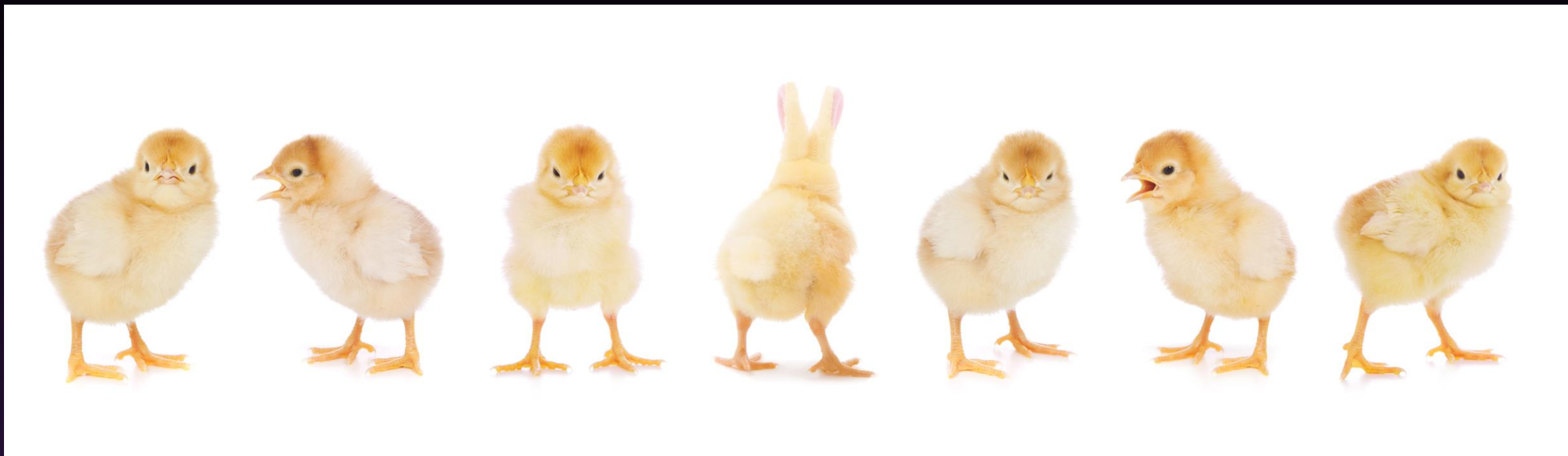
# Masking









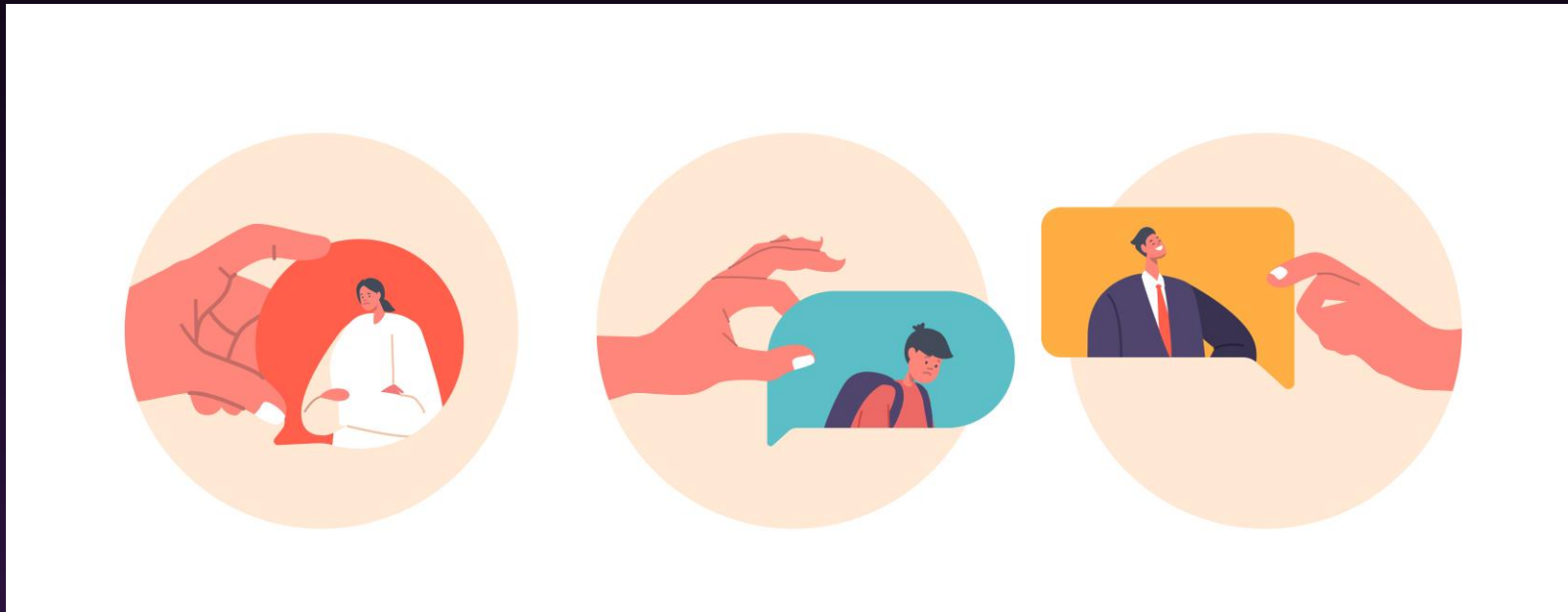


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Masking includes deciding how to act based on about people's behavior in response to uniqueness



# The Key Distinction:

Masking has a negative value judgement.

Self-presentation has a neutral or positive value judgement.



# How Masking Shows up in Coaching



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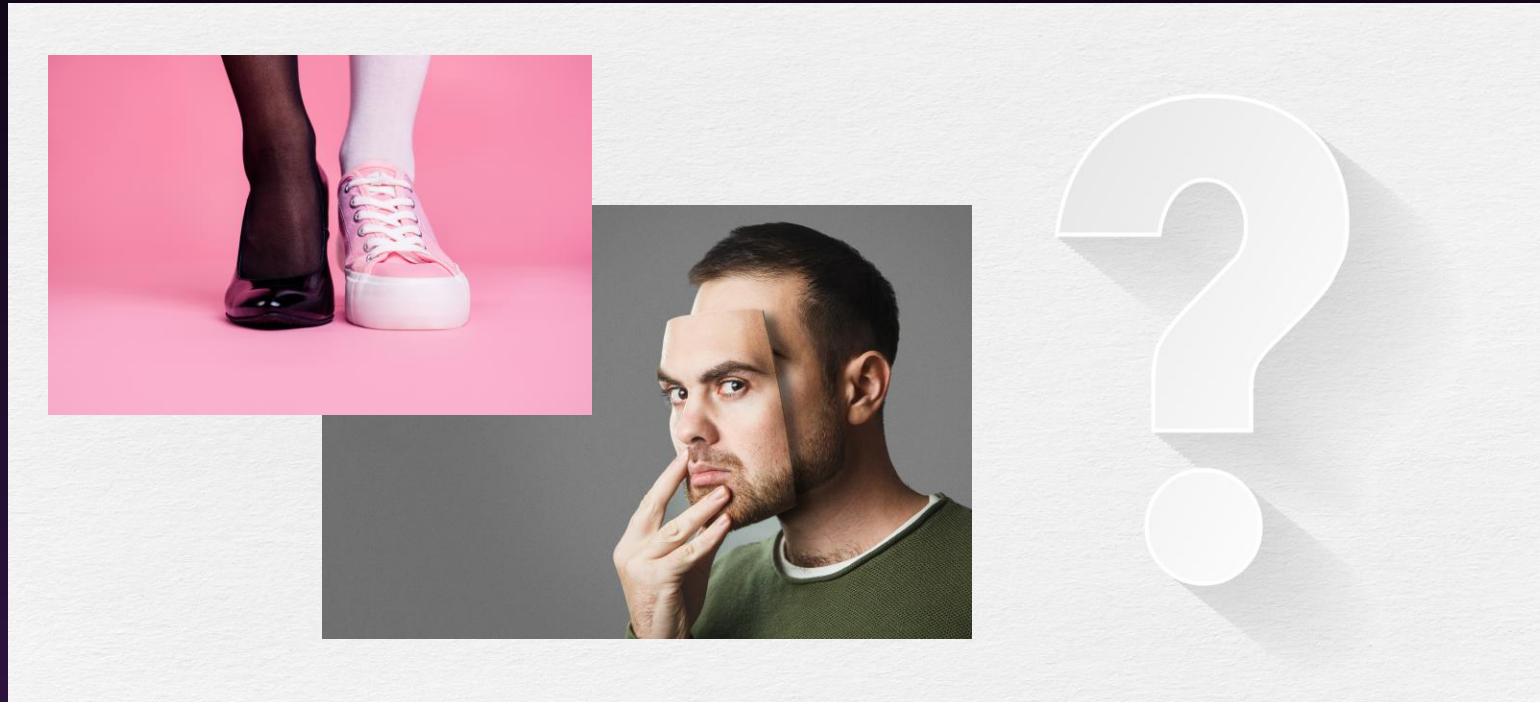




# Two key coaching competencies for working with masks



# Listen to Notice: Mask vs Self-Presentation





# Listen for Motivation



# Listen for External Context



# Listen for Internal Context



And also...



# Ethics/Trust and Safety

Respect the Mask and the  
Client's Relationship to the Mask



# Inner Context Activity

# Inner Context Activity Debrief

# Developing Coaching Range

Get comfortable with grief, shame, cognitive bypass, and difficulties with embodiment

# Developing Your Coaching Range: Working More Skillfully with Masks

# Key Takeaways

- Masking=hiding; self-presentation=choice
- Don't assume the mask needs to come off
- Self-presentation requires courage and self-compassion.



# Upcoming Masterclasses

**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 Online

## Neurodiversity Training for Coaches

Ethical Issues in Neurodiversity-Inclusive Coaching

Mar 5 at 8:00 PM ET/ Mar 6 at 12PM AEST

Mar 11 at 11:30 AM ET/ 3:30 PM GMT

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

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# Mentoring and Supervision group programs starting in May 2024.

<https://www.neurodiversitycoachingacademy.com/mentor-coaching/>

<https://www.neurodiversitycoachingacademy.com/coaching-supervision/>

What  
Questions  
do You  
Have?

