


Talking About Neurodiversity:


Have Neurodiverse Conversations With Ease

**Remarkable
Minds**




 **CCS VFE CARDS APP**

Available on the **App Store**



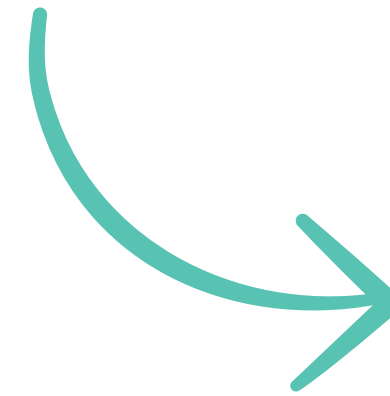
CCS VFE Cards App (Apple)


Get it on **Google play**



CCS VFE Cards App (Google)

Session ID:
frtx7xz




 **JOIN SESSION**

First name

Last name

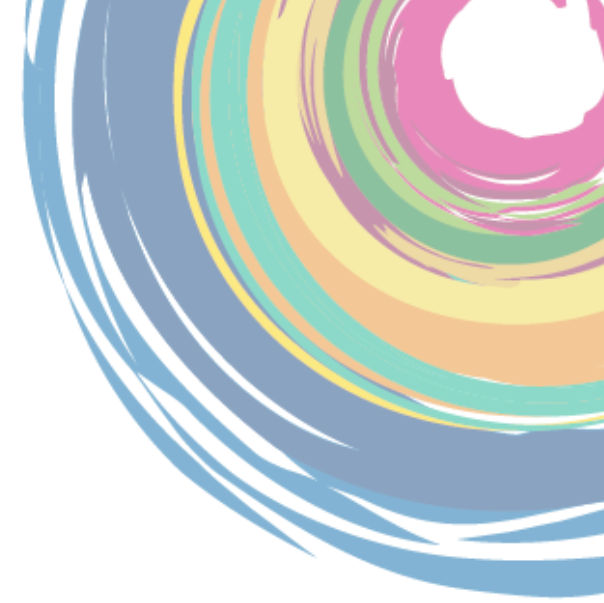
Session ID **JOIN**

Home  **Learn**



Go right through your pack and
choose **one** card,
that for you,
expresses how you are feeling right
now in this room.

Don't overthink it!



Share your card and the
reason you chose it,
with the person sitting next to you.



Scenario:

Employee X has been having some trouble at work, they are a bit inconsistent within the role, there has been some friction in the team, they are struggling to make deadlines and their manager is frustrated.

You know their child has recently been diagnosed with dyslexia and ADD and you suspect that they might also be neurodiverse.

They have asked to meet with you to discuss the situation



Go right through your pack, and find

one card

that for you,
expresses how
you feel
about having
this conversation

Do organisations understand the value of dyslexic thinking?

HR Leaders



66%

Dyslexic Thinkers



14%

SOURCE: Made by Dyslexia

Are organisations accommodating dyslexic thinkers?

HR Leaders



66%

Dyslexic Thinkers

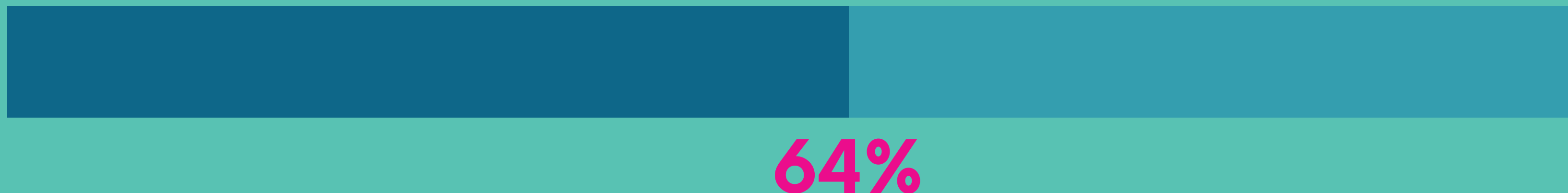


33%

SOURCE: Made by Dyslexia

Do organisations support dyslexic thinkers long-term?

HR Leaders



Dyslexic Thinkers



SOURCE: Made by Dyslexia

Do current recruitment processes identify dyslexic thinking?

HR Leaders



64%

Dyslexic Thinkers




4%

SOURCE: Made by Dyslexia

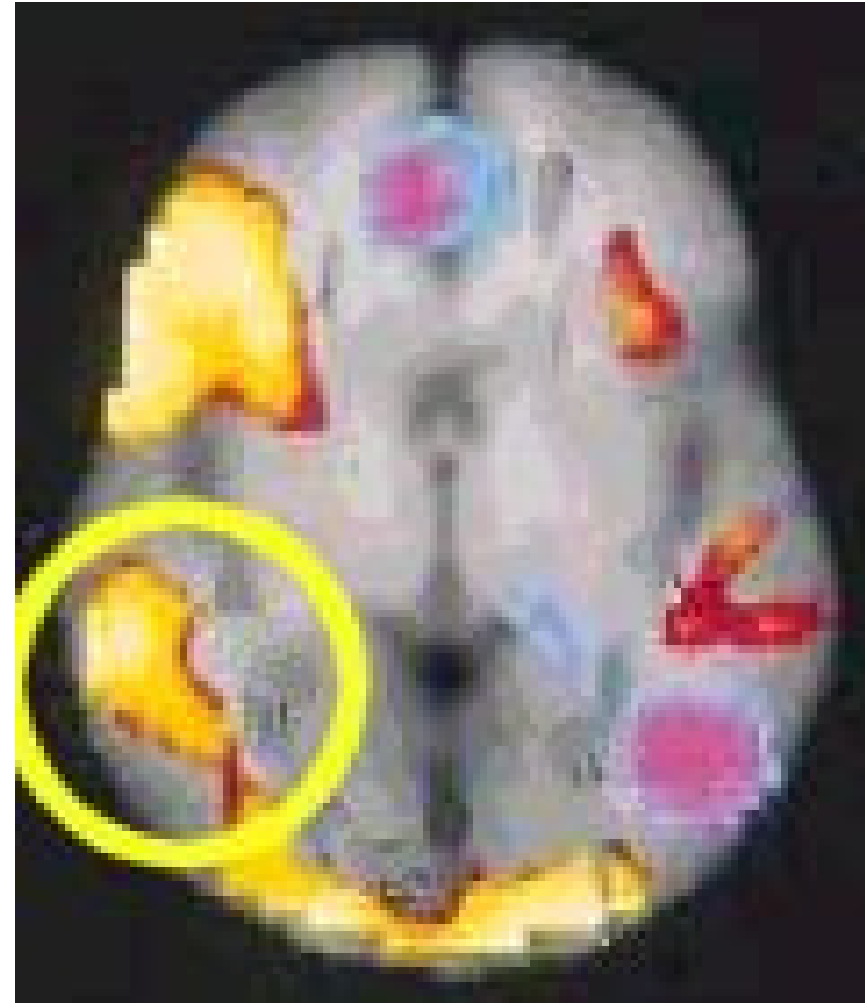
Although you may feel that you are supportive of neurodiversity in your organisation, this shows a different reality.

WHY?

A person with a backpack is seen from behind, standing on a hill and celebrating with their arms raised in a 'V' shape. They are wearing a dark jacket and light-colored shorts. The background shows a cityscape at sunset, with the sun low on the horizon, casting a warm glow over the scene. The sky is a mix of orange, yellow, and blue.

We believe in
supporting the
person,
not just the
diagnosis

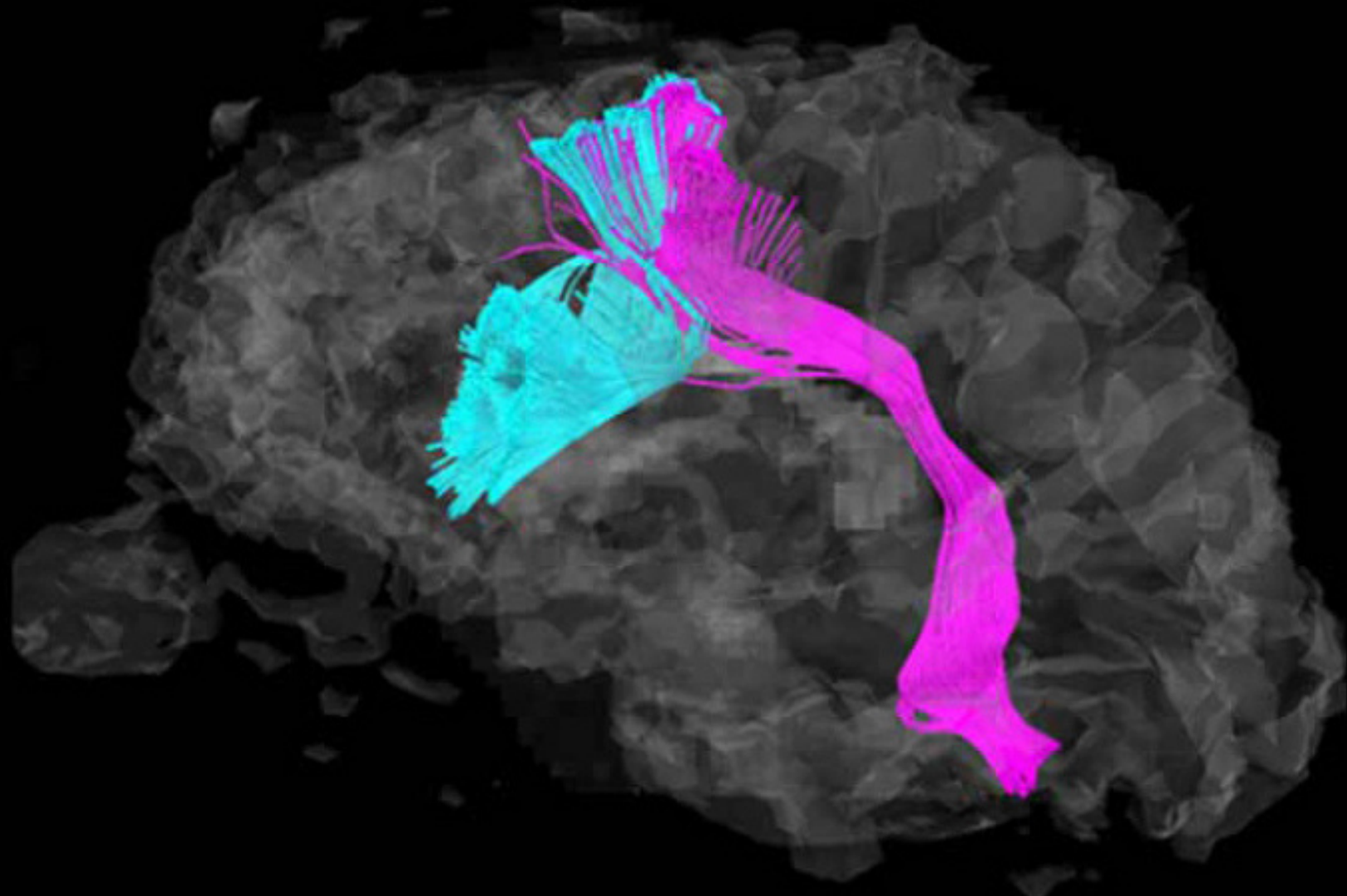




Ordinary readers use the left temporal area for sounding out words.




Capable dyslexic readers show greater reliance on right brain areas.



Neurotypical brain



ASD brain

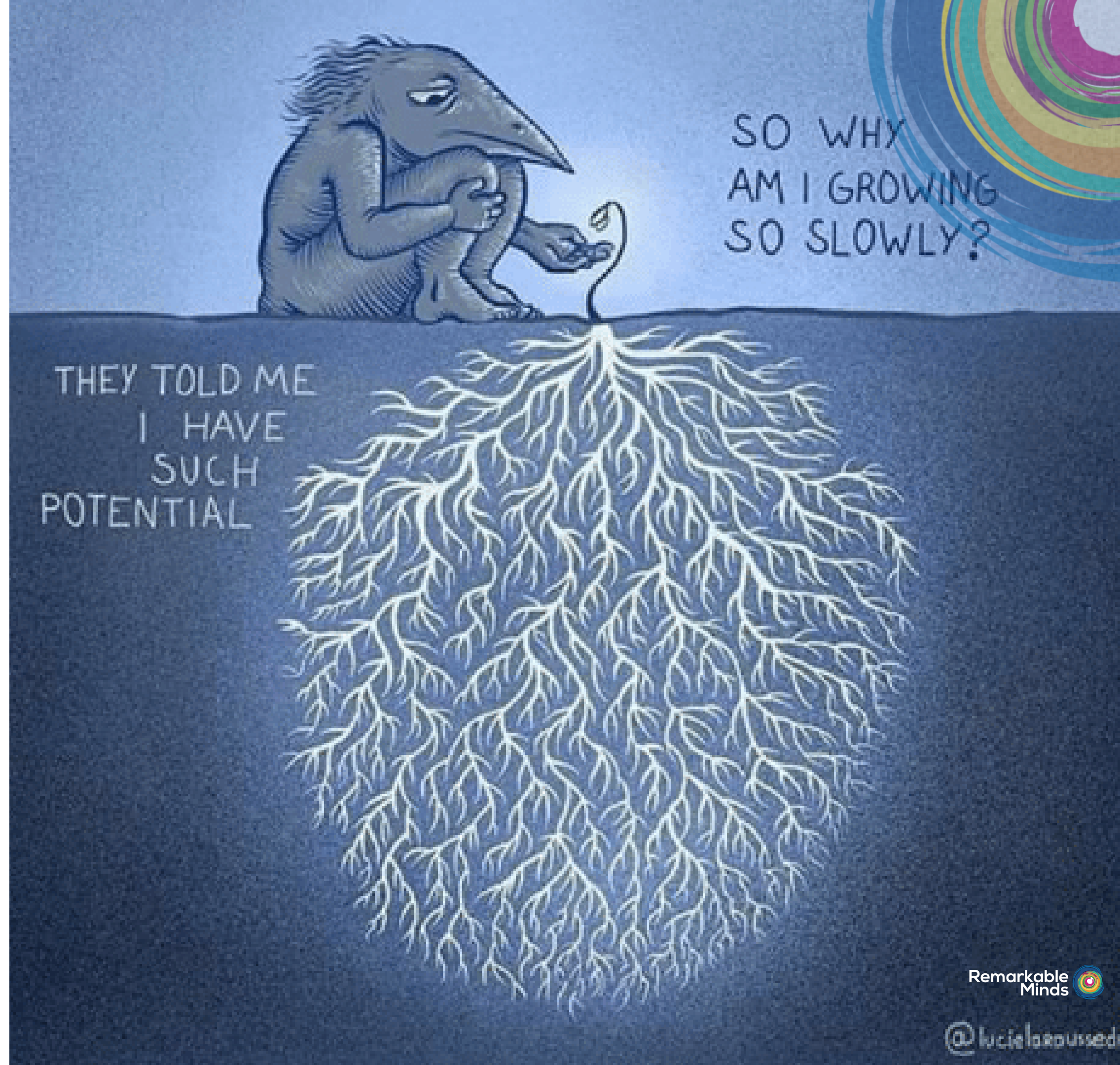


Emotions
Relationships
Self Worth
Confidence
are all
affected



65% of dyslexic
adults
have **PTSD**
from their
schooling
experiences

Investigating Post Traumatic Stress Disorder (PTSD)
Triggered by the Experience of Dyslexia in Mainstream
School Education By Dr Neil Alexander-Passe





Overly sensitive

The background of the slide features a silhouette of two hikers on a rocky ridge at sunset. One hiker is standing on the ridge, leaning forward with arms outstretched, while the other is sitting on the edge, also with arms outstretched, appearing to be in need of assistance. The sky is a mix of blue and orange, with scattered clouds. In the top right corner, there is a decorative graphic of concentric, colorful circles in shades of blue, green, yellow, and pink.

Offering the right
support can
be hard
if they
are hiding
their challenges

A Dyslexic Experience

p = b

b = p

a = @

i = 1

For numbers write numerals

We begin our journey at a familiar place, a body like yours and mine.

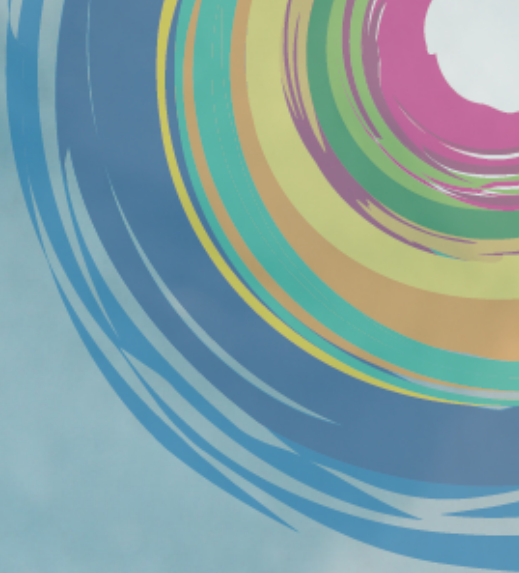
It contains a hundred trillion cells that work together by design.

And within each one of those many cells each one has DNA.



How Did That Feel?

HELP



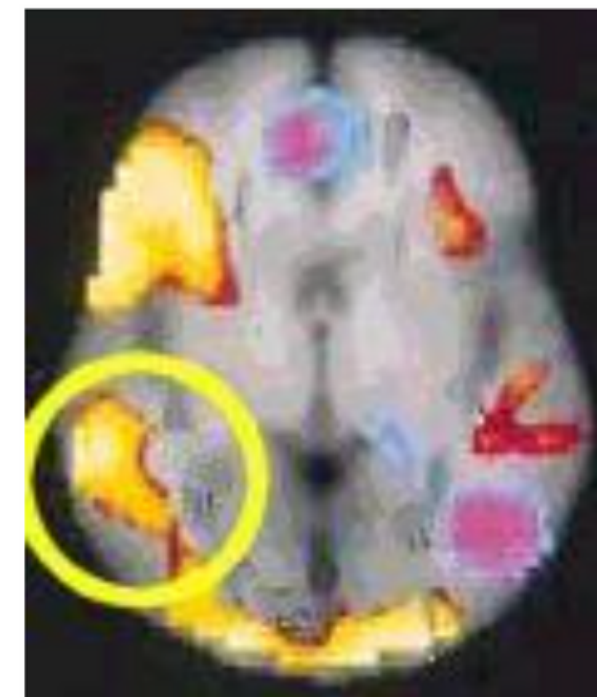
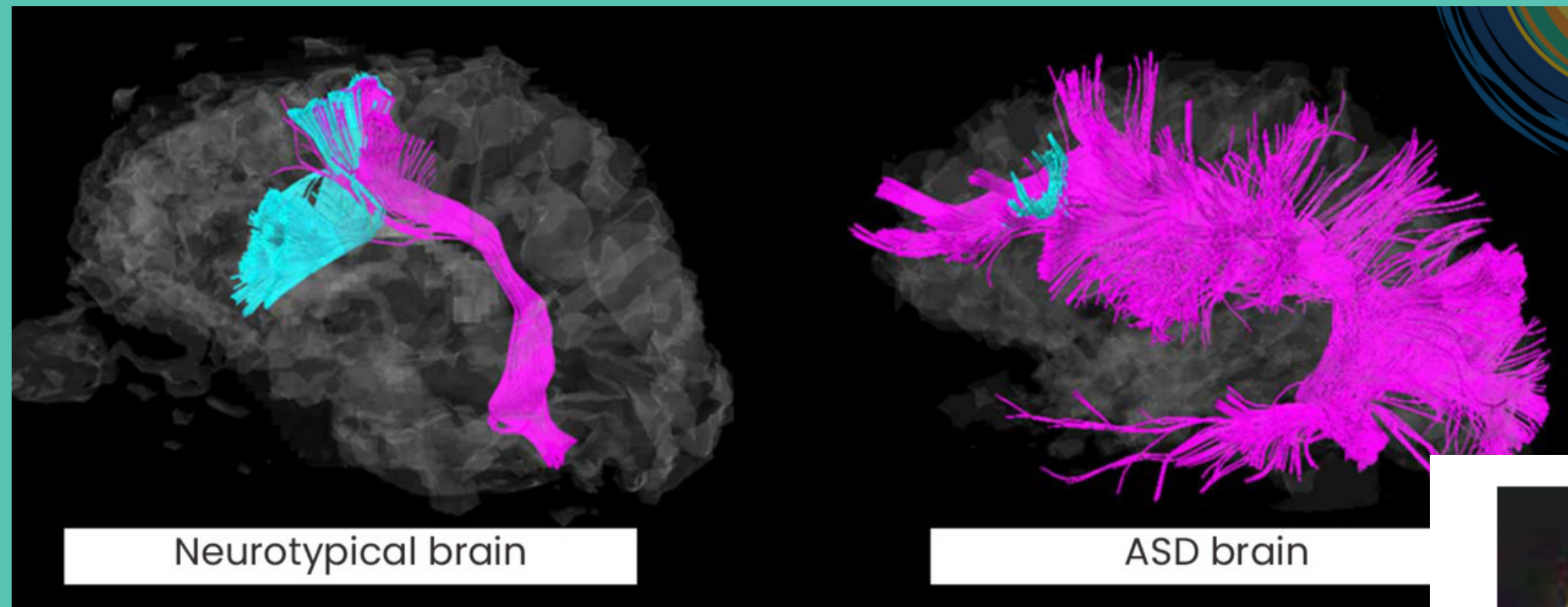
The world
is set up
to allow
neurotypical
people to thrive.



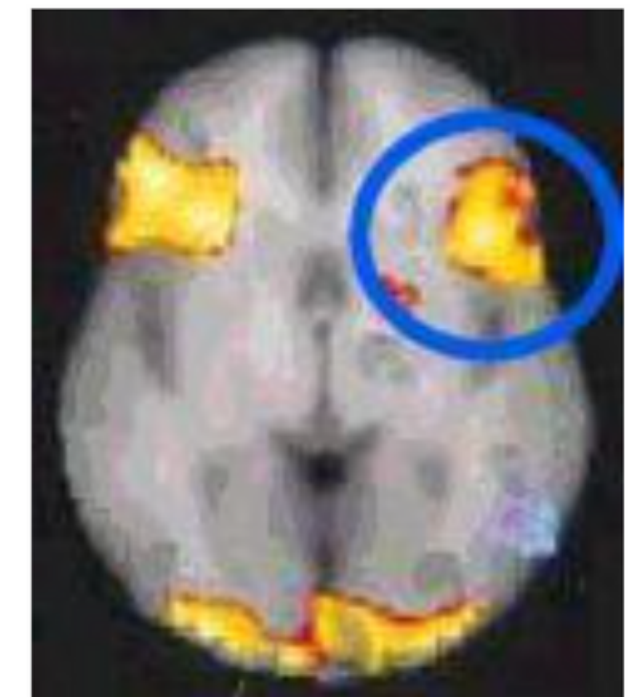
Conversations
make
a
difference



What is the “language” of Neurodiversity?



Ordinary readers use the left temporal area for sounding out words.

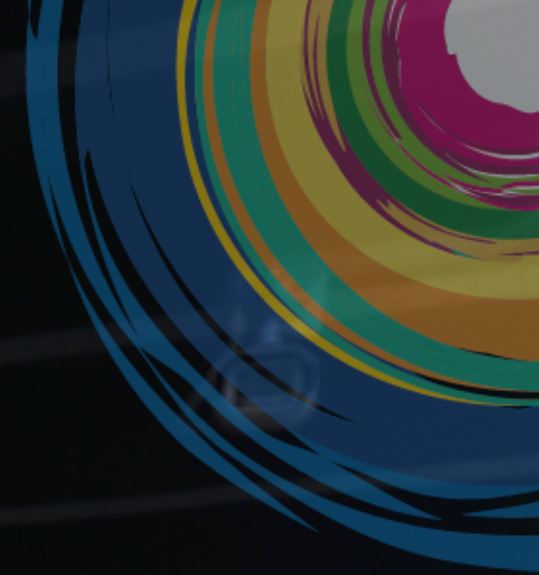


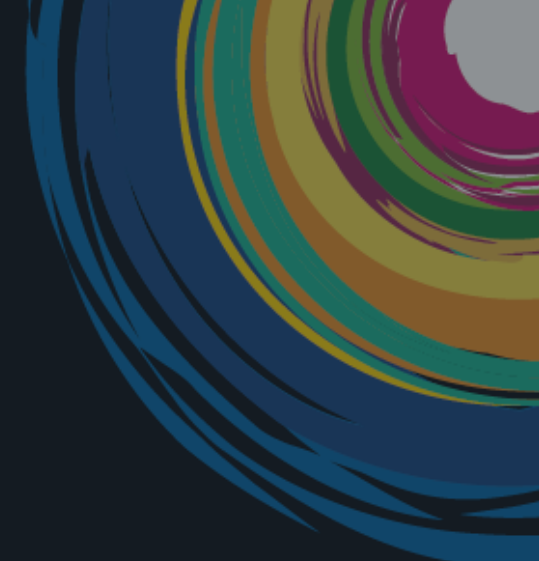
Capable dyslexic readers show greater reliance on right brain areas.

32 Images
per second

vs

5 Words
per second





What can
you see?







OK





How do you
respond to
disclosure?

As a 50 year old educational leader, I had a Dyslexia assessment forced upon me. I did it at the instruction of my boss. They wanted it to help them understand how I work. Instead this report and the subsequent diagnosis was not used to support me with strategies or understanding and I can't help but feel that it was used against me.

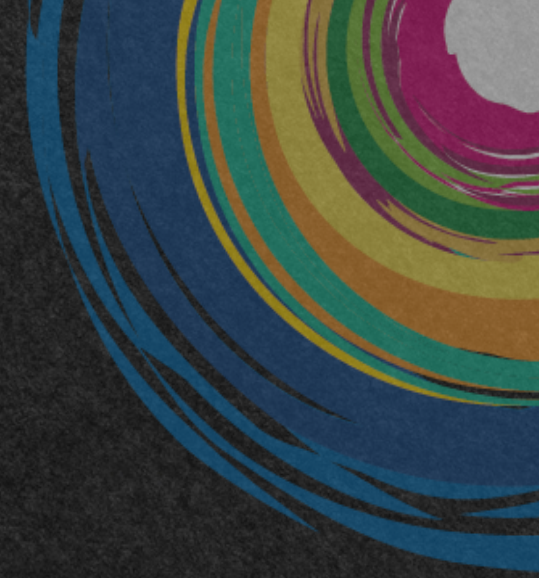
So this mid-life Dyslexia and neurodiverse diagnosis, had a major negative effect on me. It devalued me as it took away my confidence. It took away my self trust and my self belief. When you read a 32 page document that spells out all that is wrong with you, what you can't do and what you are no good at - your self esteem, self confidence and self worth spiral down and down. This had a huge huge effect on me and I wasn't ready for it. Due to my Dyslexia, in order for me to understand this report, I had to read it 5 times. So reading this, over and over, detailing my shortcomings, in such a formal document was not beneficial for my well being and self-esteem.

A photograph of two men outdoors. The man in the foreground is smiling broadly, showing his teeth. He has a grey beard and is wearing a grey hoodie. The man in the background has a pained or distressed expression, with his eyes closed and a grimace. He is wearing a white t-shirt and sunglasses on his head. The background is a blurred green landscape with trees and foliage. In the top right corner, there is a colorful, abstract circular graphic with concentric rings in shades of blue, green, yellow, and purple.

Language Matters

**"...but they are
dyslexic"**

**still shows an underlying attitude
that it is a deficit, that there is
something lacking, a lower level
of academic prowess and ability.**





Don't be
afraid
to ask





- 
- Offer any accommodations to everyone
 - Start creating safe visual conversations
 - Be aware, they might not know they are neurodiverse







Go right through your pack and
choose **one** card,
that for you,
expresses the most important thing you
are going to take away from today's
session.

Neurodiversity Celebration Week

18-24 March

Awareness Session

30 minute virtual session

Unlimited participants



Connect with us

