



Workplace Advantages of Brain Differences

- ❖ People with ADHD tend to be innovative, curious, and active.
- ❖ People with ASD tend to have rigorous attention to detail.
- ❖ People with ASD spend less time socializing.
- ❖ People with mood swings, such as with bipolar disorder, bring high energy and intensity.
- ❖ Accommodations, such as extremely clear instructions, and using preferred methods of communication, are actually useful for all employees.

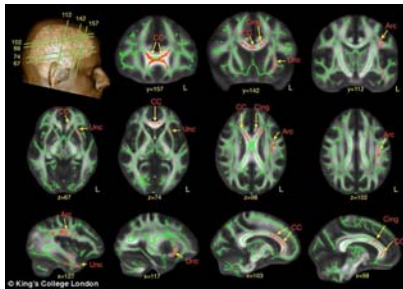
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Children with ASD and SPD Show Brain Wiring Differences

- ❖ Over 1 % of children in the US are diagnosed with ASD.
- ❖ 5-16% have sensory processing difficulties. (not in DSM)
- ❖ Over 90% of children with autism have atypical sensory responses to stimuli.
- ❖ Children with SPD struggle with hypersensitivity to sound, sight, touch, fine motor skills, and distractibility.
- ❖ With SPD, emotional regulation can vary day to day.
- ❖ Children with autism struggle with processing facial emotion and facial memory.

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White Matter Brain Differences



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Turning “Deficits” of ASD into Advantages

Deficits

- ❖ Difficulties socializing
- ❖ Trouble getting the big picture (Gist)
- ❖ Struggles with teamwork
- ❖ Problems with reading comprehension
- ❖ Difficulties planning and decision making

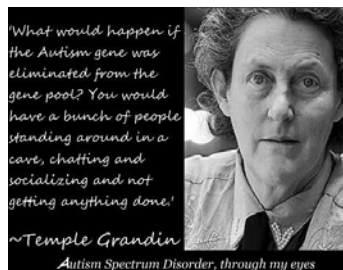
Advantages

- ❖ Spends very little time socializing at work.
- ❖ Intense focus on the details
- ❖ Good at working independently on a project
- ❖ Strong decoding skills
- ❖ Perform strongly on visual tasks

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The World Needs Different Kinds of Minds



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Advantages Can Compensate for Disadvantages of ADHD

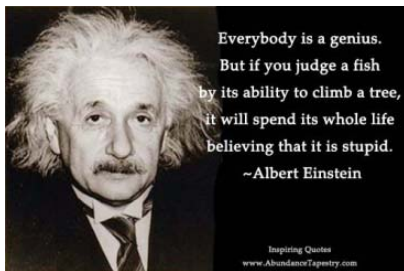
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|--|---|
| ❖ Can focus intensely | ❖ Cannot maintain focus well on one thing |
| ❖ Would rather not spend time on details | ❖ Often gets the big picture |
| ❖ Very energetic | ❖ May take on too many tasks simultaneously |
| ❖ Good at brainstorming | ❖ Blurts things out |
| ❖ Passionate about things of interest | ❖ Little interest in non-preferred tasks |
| ❖ Good at multitasking | ❖ Hard to get their attention |

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Recognizing Strengths Brings Out the Best



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