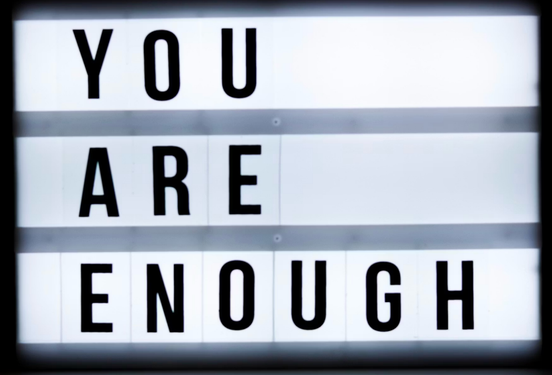
I’m Never Enough

Embracing Neurodiversity







Data Engineer
Rabobank

Lisa Hoving

Household announcements

My experiences & perspective

- I am not a psychologist
- I am just 1 story
- I have both ADHD and autism

Household announcements

Communication is key!

- No substitution for open communication

Contact

- @Lizaard08

Agenda

01 Neurodiversity

02 I’m Never Enough

03 Embracing Neurodiversity

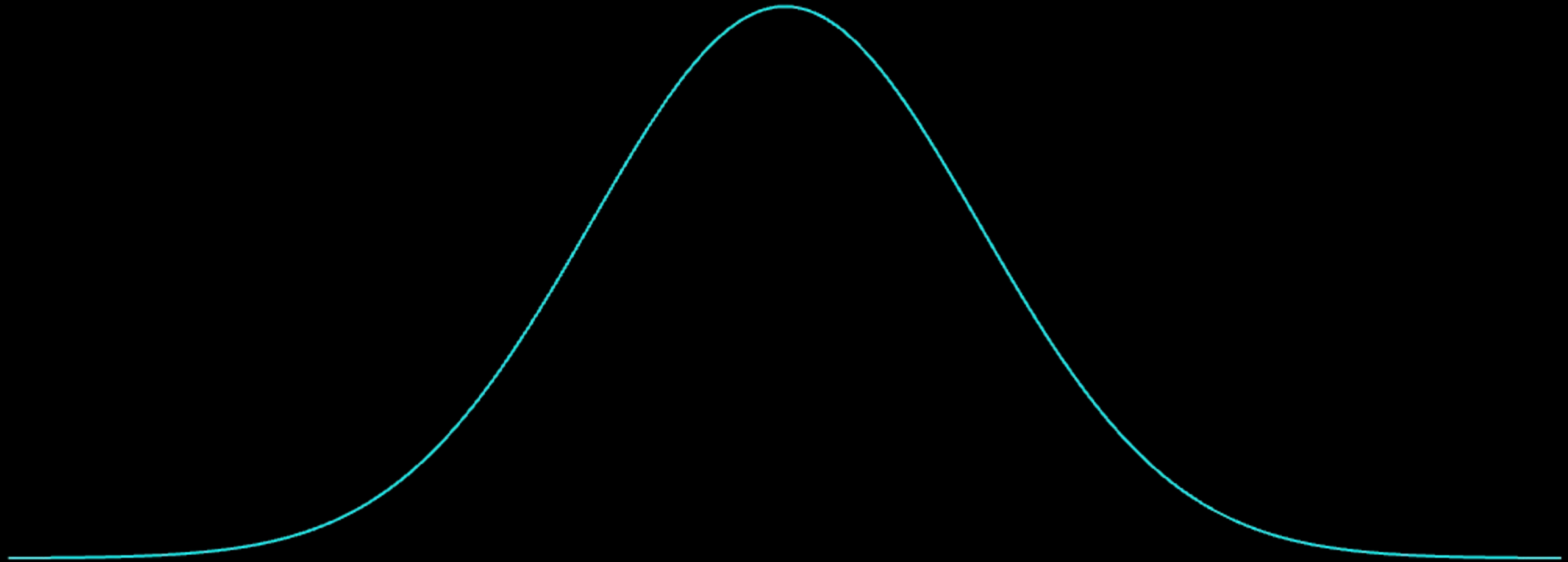
04 Conclusion





1. Neurodiversity

What is Neurodiversity?



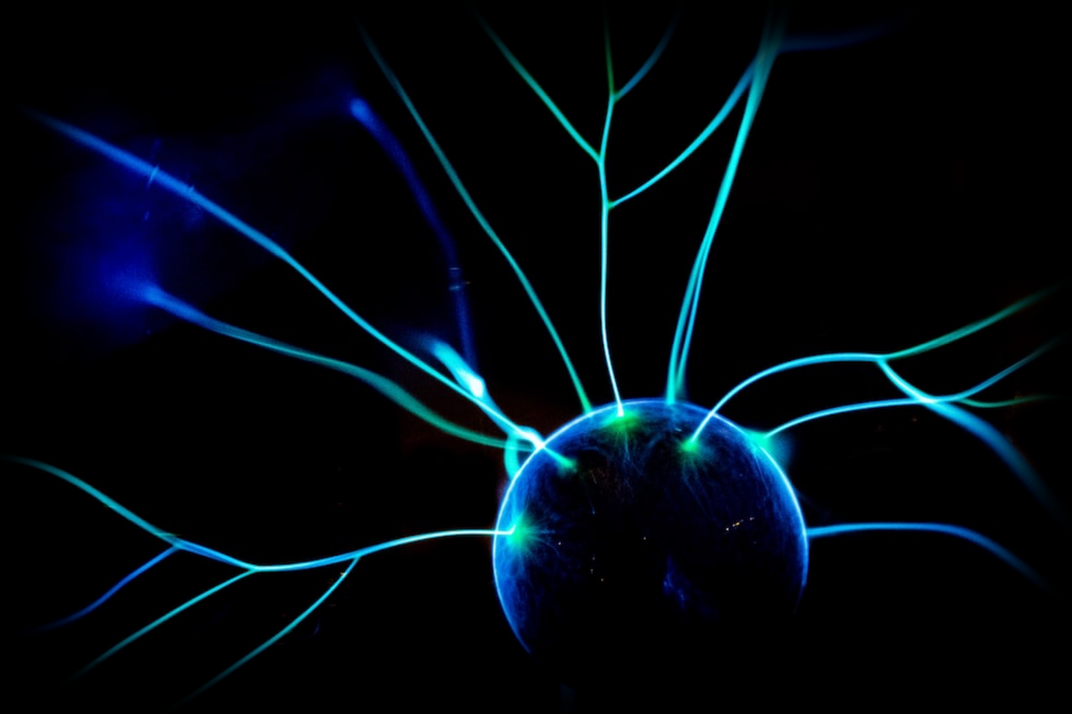
2. What is Neurodiversity

Neurodivergent

- A brain that developed and works differently

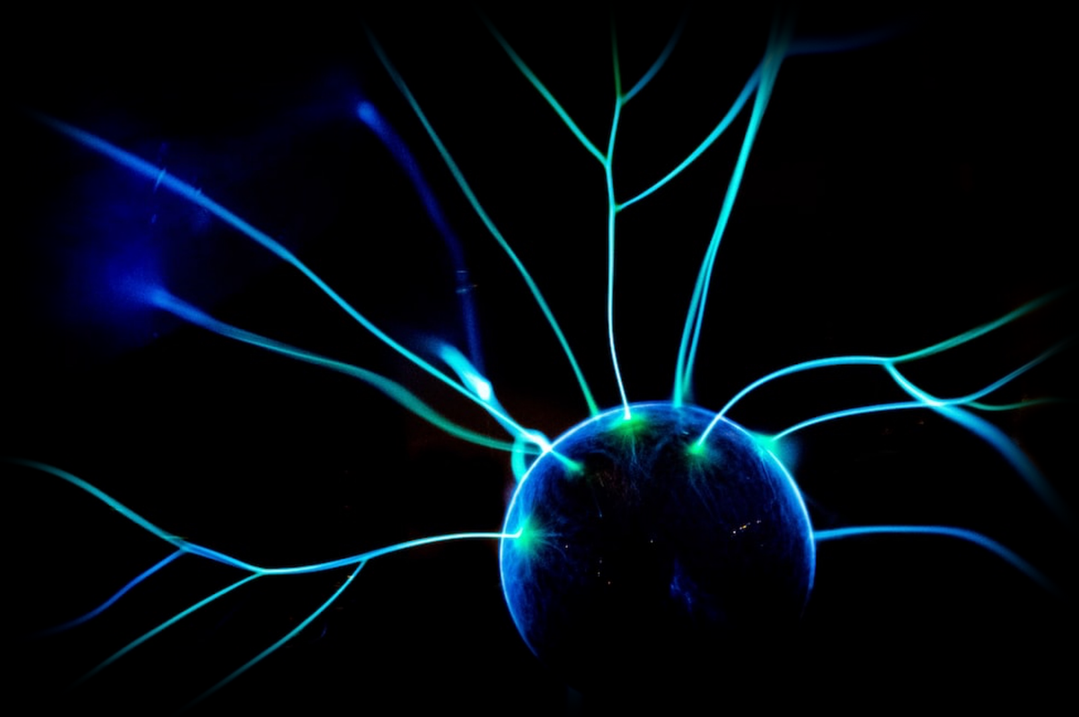
Umbrella term

- Autism, ADHD, HSP, dyslexia, dyspraxia, dyscalculia, giftedness and more

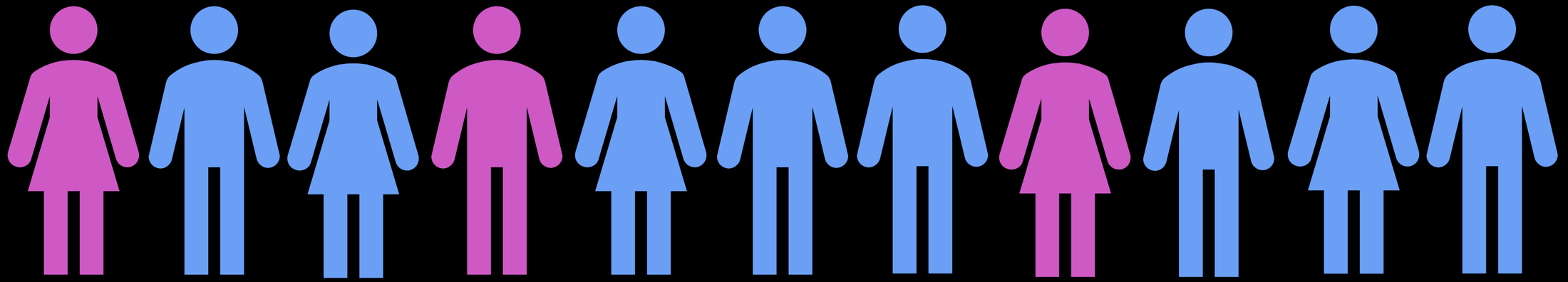


2. What is Neurodiversity

- Neurodiversity
- Neurotypical
- Neurodivergent
- Neurodiverse



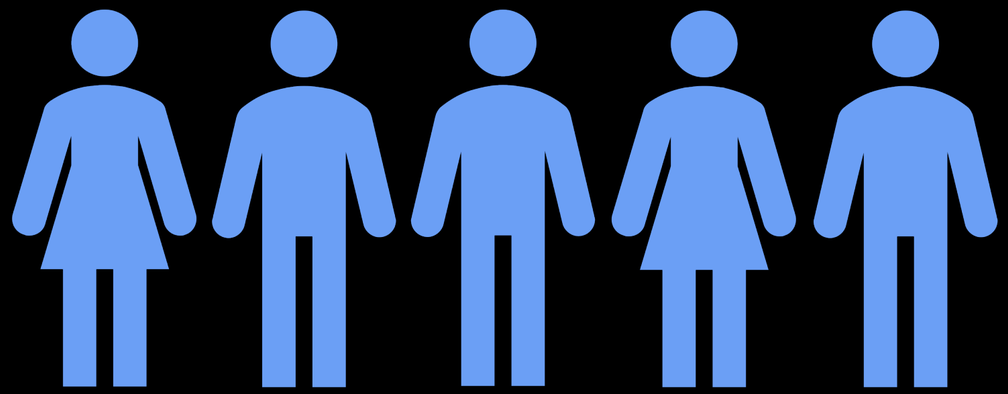
Neurodiverse



Neurotypical Group

≠

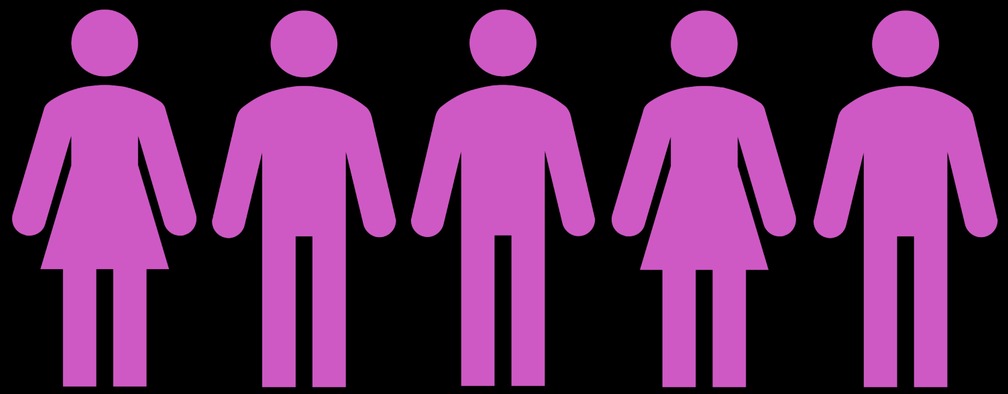
Neurodiverse



Neurodivergent Group

≠

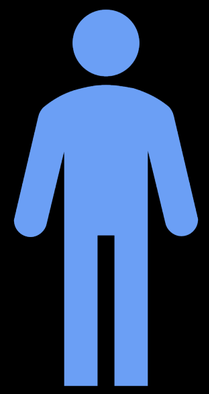
Neurodiverse



1 Neurotypical

≠

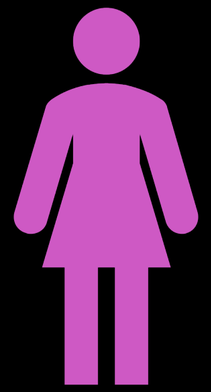
Neurodiverse



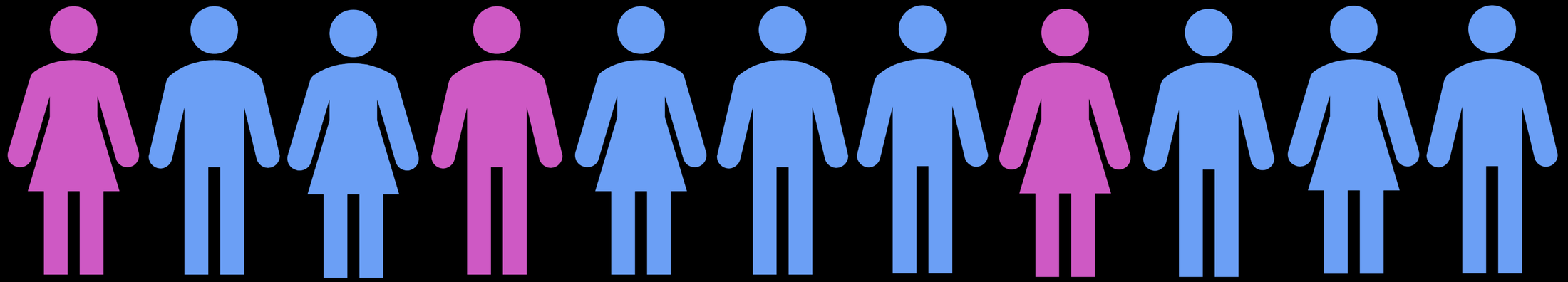
1 Neurodivergent

≠

Neurodiverse



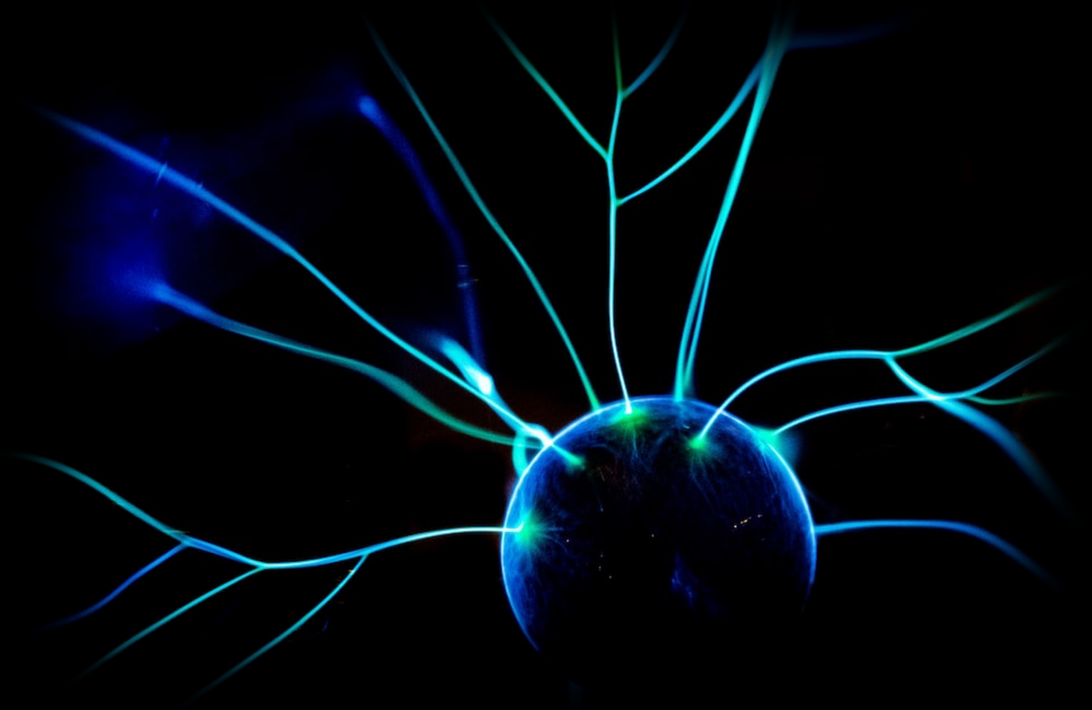
Neurodiverse



1. What is Neurodiversity

Focus on strengths AND struggles

- Instead of disorders & limitations





1. Neurodiversity

Being Neurodivergent

1. Being neurodivergent

I love structure

- But not authority

I can’t handle clutter

- But have 0 object permanence

Can tell you everything about data

- But forgot where I just put my keys



1. Being neurodivergent

Does work faster than most

- Sometimes get nothing done for days

Love going out

- Need a lot of time to recharge

Not a morning person

- Period.





2. I’m Never Enough

Getting Diagnosed

1. Getting Diagnosed

- 2008 → Autism
- 2020 → ADHD



1. Getting Diagnosed

I didn’t know what autism was

- All I could hear was
  - There is something wrong with you
  - You are breaking the people you love
  - The people you love are ashamed of you



1. Getting Diagnosed

I learned to

- Keep my head down
- Adjust myself to fit needs of others
- Reject my own needs





2. I’m Never Enough

My Journey

2. My Journey

I’m already three steps behind

- Anxiety
- Overthinking (potential) mistakes
- Cannot sleep



2. My Journey

- An autistic person
  …could never sit at this table with us
- We are so glad to work with you
  …and not like… an autistic person
- A lack of empathy is called autism
  … right?



47%

Hides autism from employer

2. My Journey

Stories from colleagues

- If I give you accommodations, everyone will ask for them

- I want to talk about Neurodiversity … but my team doesn’t want to listen. How can I make them hear?



I am never enough

I am too loud

I move around too much

I get distracted too easily

I am too honest

I am always too late

I am too soft

I don’t make enough
eye contact

…but I am never enough

You cannot
judge
a fish by its ability
to climb a tree



Still, we ask…
Climb?
how high?



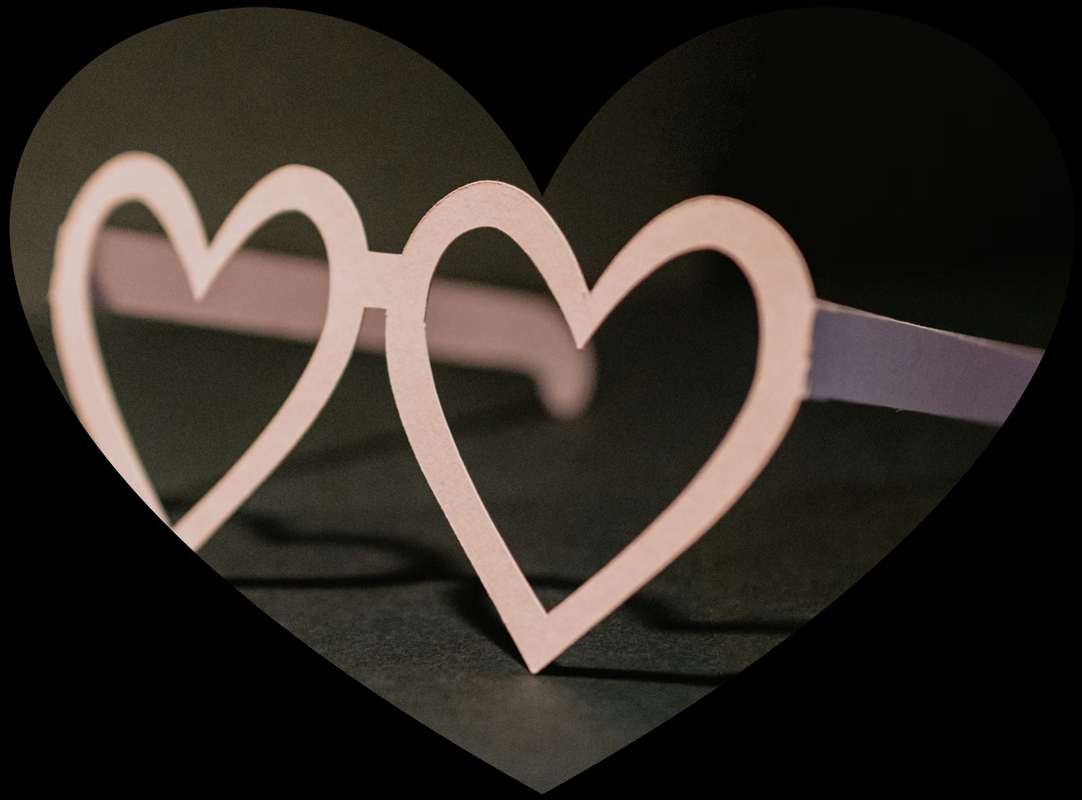
3. Embracing Neurodiversity



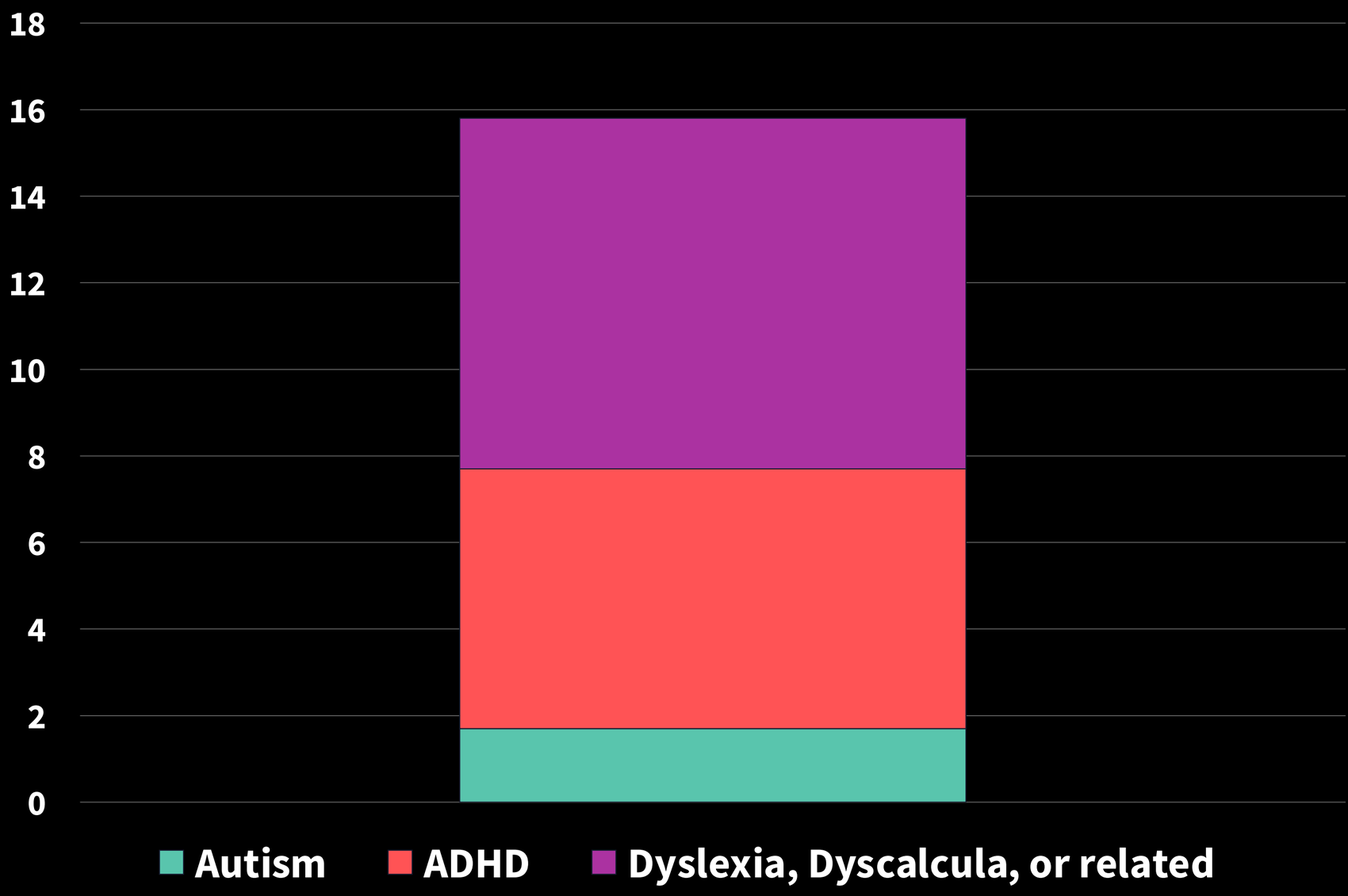
Neurodivergent Talents

3. Neurodivergent Talents

- Hyperfocus
- Amazing eye for detail
- Caring deeply
- Storytelling
- Open & honest
- Out of the box thinking



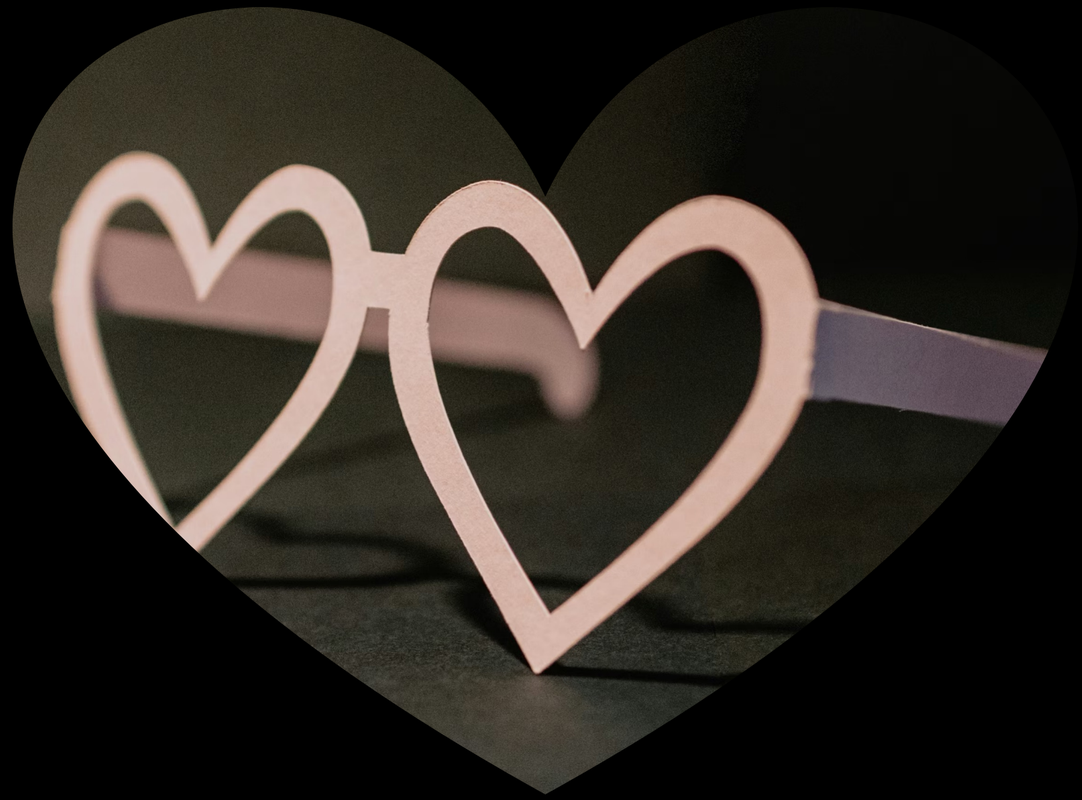
Inclusivity ≠ charity!


18
16
14
12
10
8
6
4
2
0
Autism
ADHD
Dyslexia, Dyscalcula, or related

CBS

3. Neurodivergent Talents

- Hyperfocus makes great experts
  - With poor sleep schedules
- Amazing eye for detail
  - Get’s overwhelmed easily
- Caring deeply
  - … or just too much?



You’re not meant
to be perceived as enough

You’re meant to put yourself in the right place

… and that’s unfair

… and that sucks

… and I hate it

3. Embracing Neurodiversity



Raising your voice

3. Raising your voice

Raise your voice if

- It could make a difference
- You feel safe to do so
- Others might listen

Act when

- None of the above apply



3. Embracing Neurodiversity

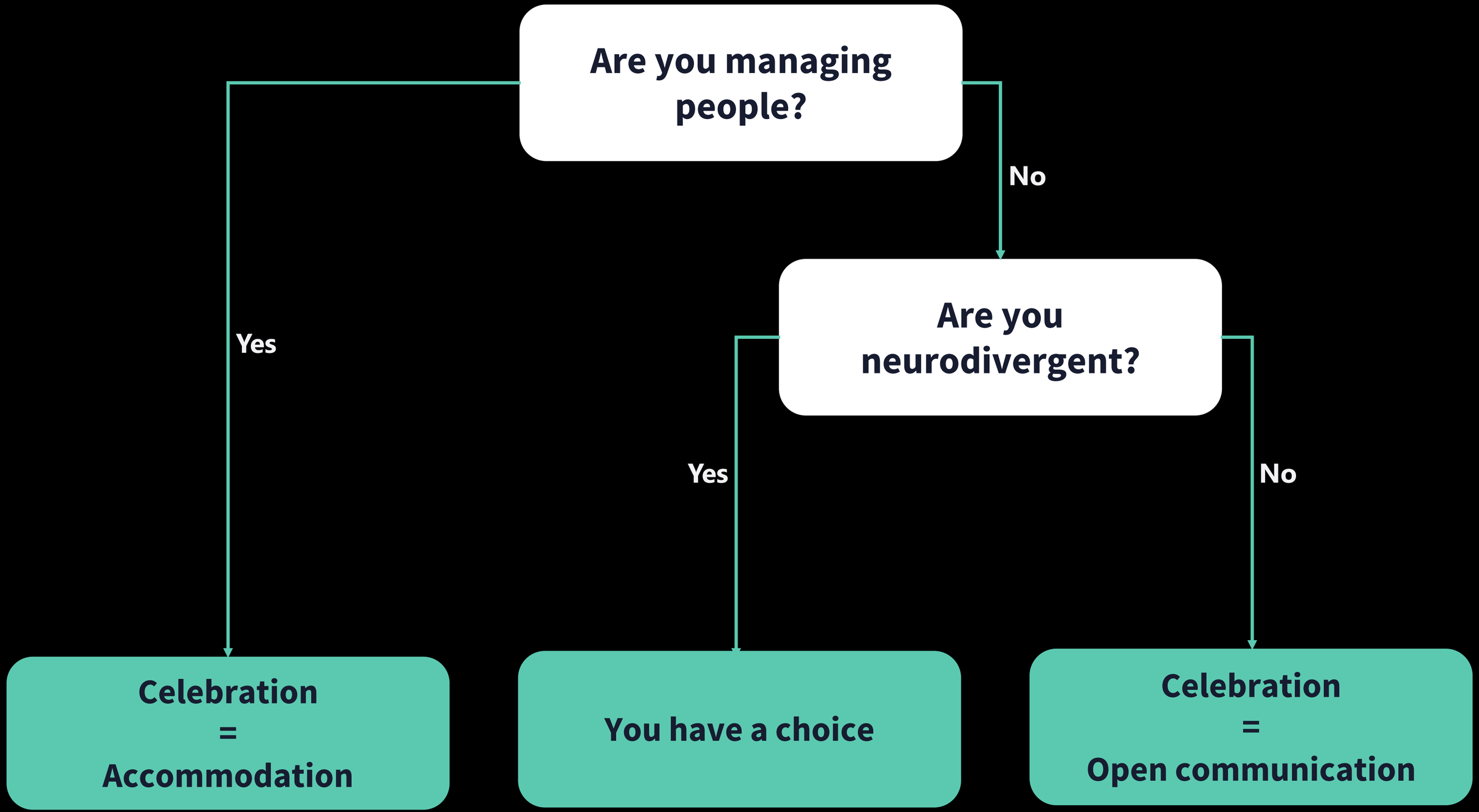


Meeting each other halfway

Embracing Neurodiversity

=

Meeting each other halfway


Are you managing people?
Yes
No
Are you neurodivergent?
Yes
No
Celebration = Accommodation
You have a choice
Celebration = Open communication

Yes

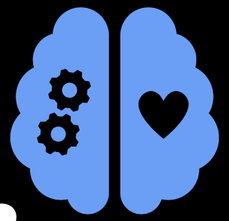


No

Celebration = Accommodation

elebration = communication

4. Conclusion



Are you willing to meet us in the middle?





Data Engineer
Rabobank

Lisa Hoving