

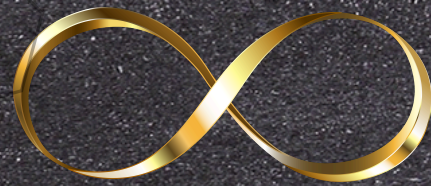


# **SUPPORTING BEAUTIFUL BRAINS: UNDERSTANDING NEURODIVERGENT COMMUNITIES**



**MAVERIQUE**  
THERAPEUTIC SERVICES





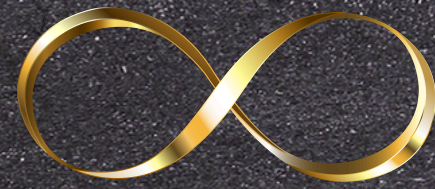
**BROUGHT TO YOU BY...**



**DR. TIFF LANZA, LCSW, M.ED., CST  
EMDR APPROVED CONSULTANT**







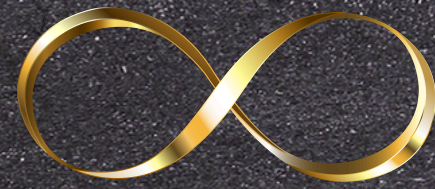
# WHAT TO EXPECT



- TOPIC: NEURODIVERGENT EXPERIENCES IN CONSULTATION
- LECTURE STYLE (DUE TO TIME)
- ADDRESS SOME MISINFORMATION
- START WITH UNDERSTANDING LANGUAGE & NUANCES
- CONSULTATION SPECIFIC INFORMATION







# MISINFORMATION



NEURODIVERGENT MEANS  
AUTISTIC

ALL NEURODIVERGENT PEOPLE ARE  
THE SAME

PEOPLE ARE DIAGNOSING THEMSELVES BECAUSE  
OF TIKTOK

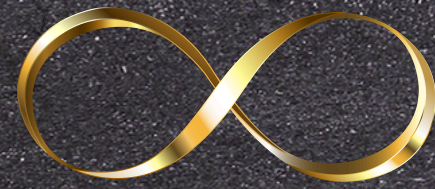
THIS IS A FAD OR  
TREND

EVERYONE'S A LITTLE  
NEURODIVERGENT

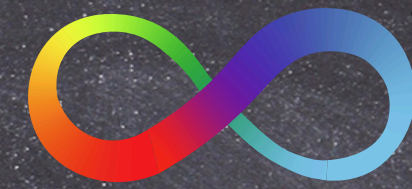


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# LANGUAGE



## NEURODIVERSITY

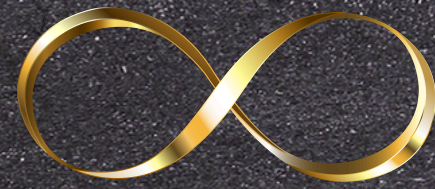
"THE DIVERSITY OF HUMAN MINDS,  
THE INFINITE VARIATION IN  
NEUROCOGNITIVE FUNCTIONING  
WITHIN OUR SPECIES."

WALKER, 2021

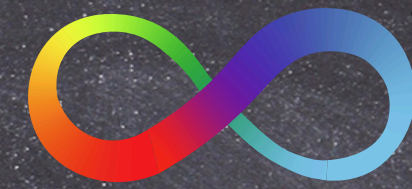


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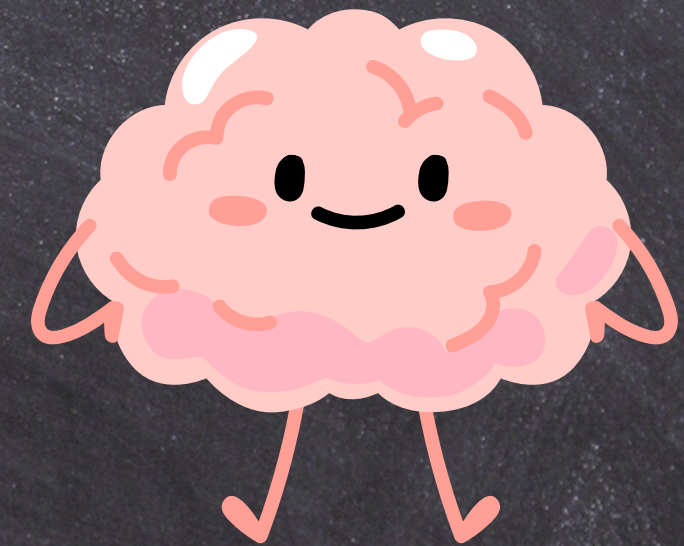
# LANGUAGE



NEUROTYPICAL OR NEUROCONFORMING

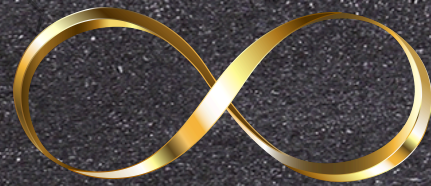
"...HAVING A STYLE OF  
NEUROCOGNITIVE FUNCTIONING  
THAT FALLS WITHIN THE DOMINANT  
SOCIETAL STANDARDS OF 'NORMAL.'"

WALKER, 2021

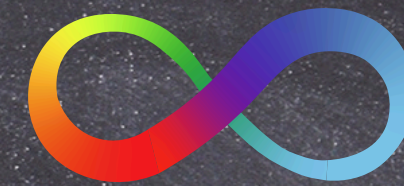


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# LANGUAGE



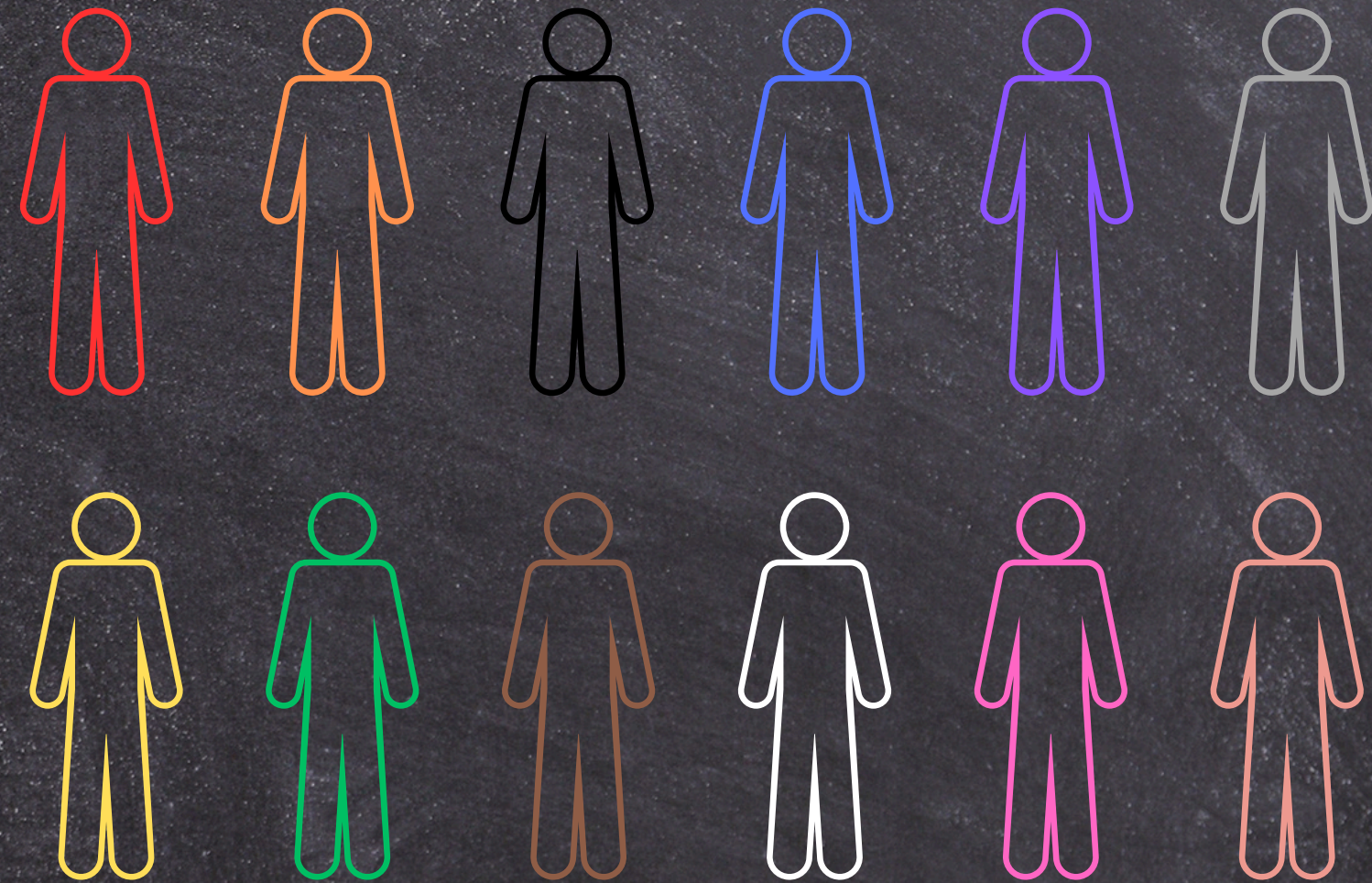
## NEURODIVERSE

NEURODIVERSE DEFINES A GROUP OF PEOPLE. ONE BRAIN CAN'T BE NEURODIVERSE.

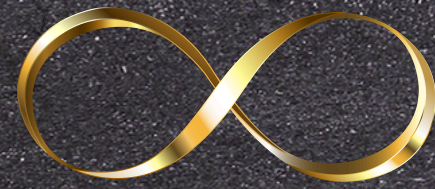
IT CAN BE USED IN TWO WAYS.

1. DESCRIBING A GROUP OF PEOPLE THAT HAVE MIXED NEUROTYPES, INCLUDING NEUROTYPICAL.

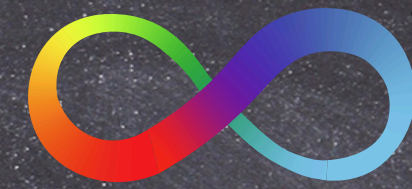
2. DESCRIBING A GROUP OF PEOPLE THAT HAVE MIXED NEURODIVERGENT TYPES.







# LANGUAGE

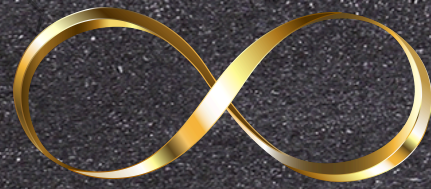


## NEURODIVERGENCE

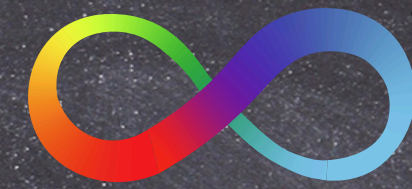
THE STATE OF HAVING AN INNATE OR ACQUIRED  
MIND THAT FUNCTIONS IN A SIGNIFICANTLY  
DIFFERENT MANNER THAN DOMINANT SOCIETAL  
STANDARDS OF NORMAL.







# LANGUAGE

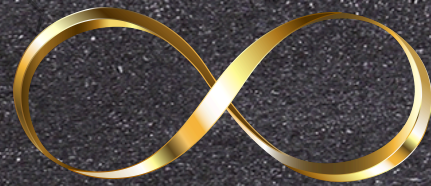


## NEURODIVERGENT (ND)

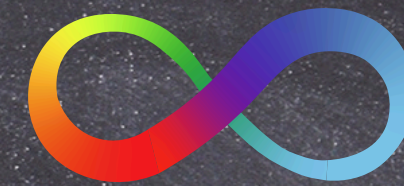
THOSE WHO HAVE A DIAGNOSIS OR  
SELF-DIAGNOSIS OF HAVING A BRAIN  
THAT PROCESSES DIFFERENTLY FROM  
WHAT SOCIETY HAS STATED IT SHOULD.



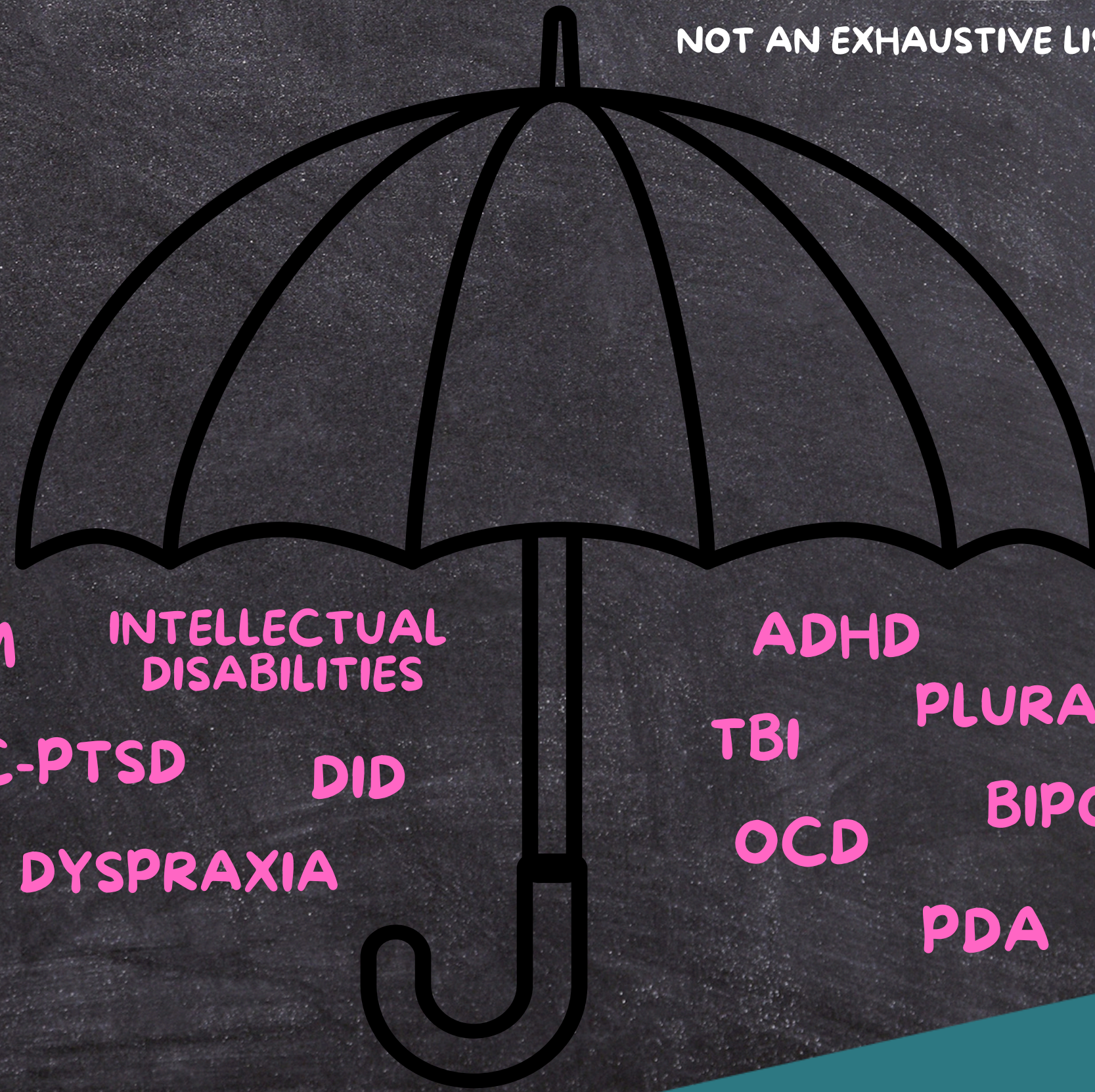




# NEURODIVERGENT UMBRELLA



NOT AN EXHAUSTIVE LIST...



AUTISM      INTELLECTUAL  
                       DISABILITIES

ADHD      PTSD

PLURALITY      ACQUIRED  
TBI                         BRAIN  
                                 INJURIES

OCD      BIPOLAR

PDA

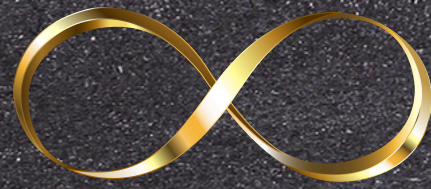
EPILEPSY      C-PTSD      DID

DOWN  
SYNDROME      DYSPRAXIA





# ELEPHANT IN THE ROOM...



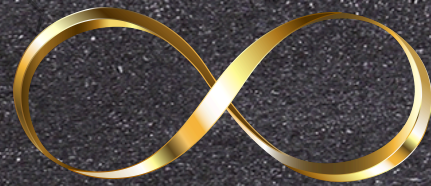
WELL, ISN'T EVERYONE  
(A LITTLE)  
NEURODIVERGENT??

**NO!**

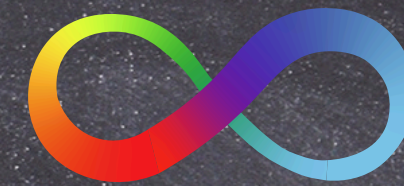


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THERAPEUTIC SERVICES





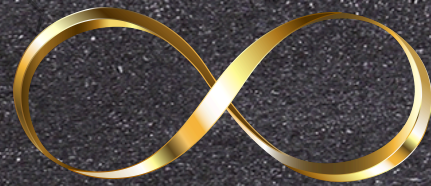
**LANGUAGE:  
DON'T USE!**



**HIGH FUNCTIONING  
LOW FUNCTIONING**







# LANGUAGE: TO USE

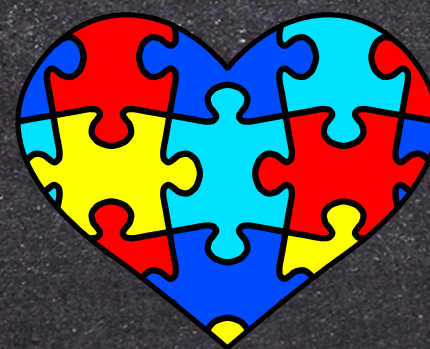
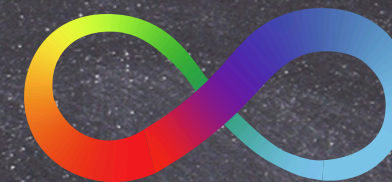
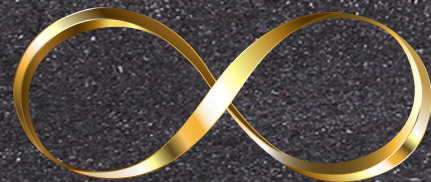


HIGH MASKING  
LOW MASKING  
HIGH SUPPORT NEEDS  
LOW SUPPORT NEEDS  
VARYING SUPPORT NEEDS



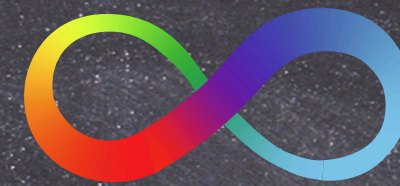
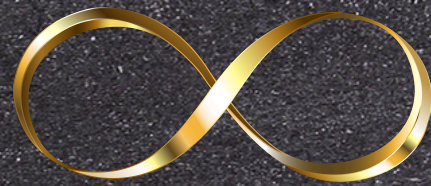


**SYMBOLS:  
DON'T USE!**

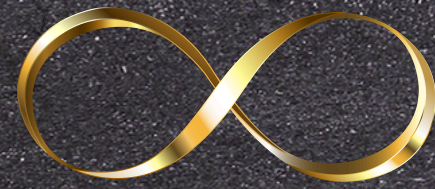




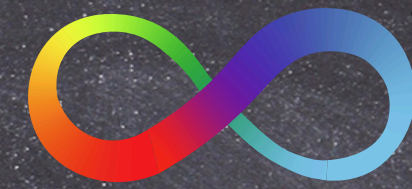
# SYMBOLS: TO USE







# DIAGNOSIS



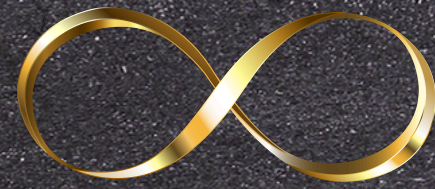
DIAGNOSED WITH...

SELF-DIAGNOSED  
SELF-IDENTIFIED

ALL ARE VALID!







# CLOSING UP LANGUAGE



**PERSON FIRST VS IDENTITY FIRST**

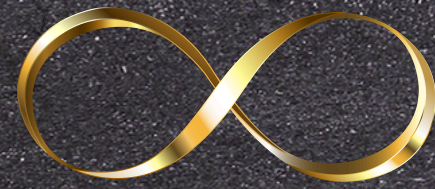
**USE IDENTITY FIRST LANGUAGE IN  
GENERAL, WRITING, AND  
UNDERSTANDING.**

**INDIVIDUALLY, ASK THE PERSON!**



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THERAPEUTIC SERVICES





**TRANSITION**

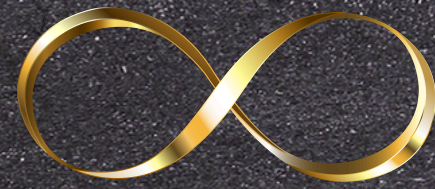


# NEURODIVERGENT EXPERIENCES IN EMDR CONSULTATION



**MAVERIQUE**  
THERAPEUTIC SERVICES

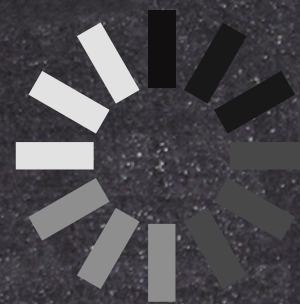




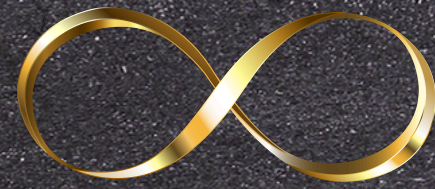
# NEUROAFFIRMING CONSULTATION



THE KEY TO BEING A  
NEUROAFFIRMING CONSULTANT  
IS...



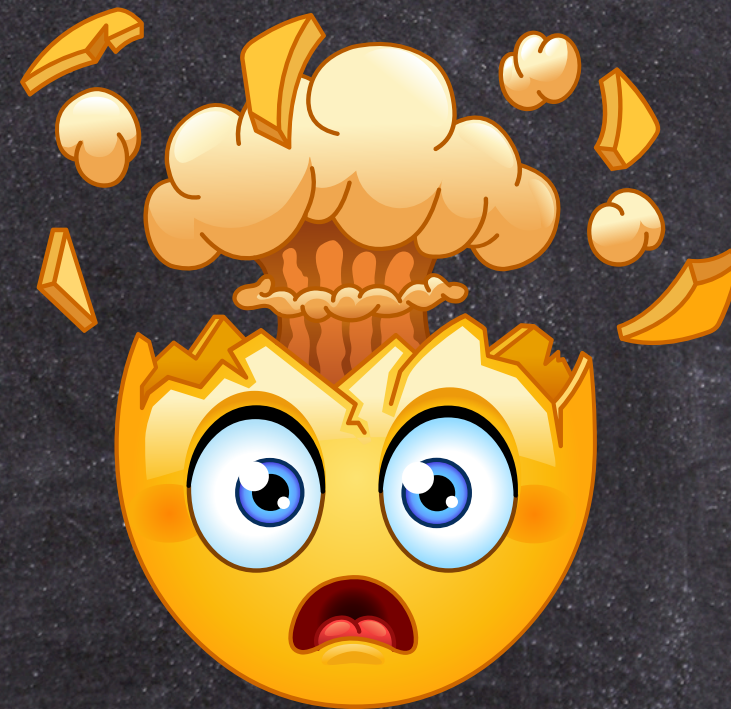




# NEUROAFFIRMING CONSULTATION

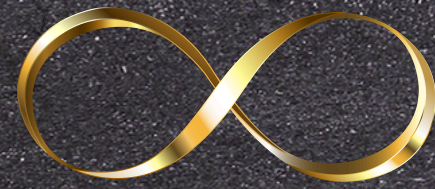


ASK THE PERSON WHAT THEY  
NEED AND GIVE IT TO THEM.



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# NEUROAFFIRMING CONSULTATION



UNLEARN THE "GOLDEN RULE"

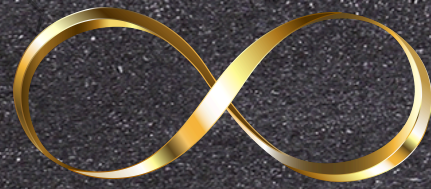


"TREAT OTHERS HOW YOU  
WANT TO BE TREATED."



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# NEUROAFFIRMING CONSULTATION



TEACHING TEACHING...

## BLOOM'S COGNITIVE TAXONOMY

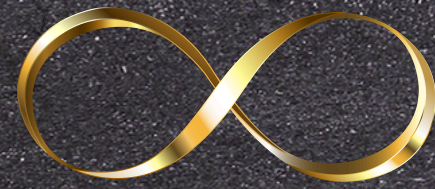
- REMEMBER
- UNDERSTAND
- APPLY
- ANALYZE
- EVALUATE
- CREATE

## BLOOM'S AFFECTIVE TAXONOMY

- RECEIVING
- RESPONDING
- VALUING
- ORGANIZING
- CHARACTERIZING







# NEUROAFFIRMING CONSULTATION

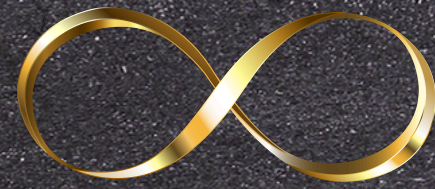


## ACCOMMODATIONS

- INQUIRE ABOUT ACCOMMODATION PRIOR TO OR AT YOUR FIRST MEETING
- CHECK IN ON HOW THOSE ACCOMMODATIONS ARE WORKING AND IF THERE ARE ANY ADDITIONAL ONES OR CHANGES THAT NEED TO BE MADE







# NEUROAFFIRMING CONSULTATION



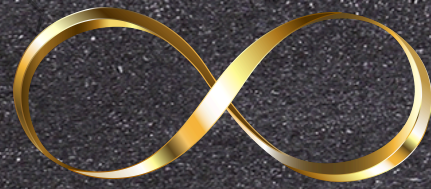
## EXECUTIVE FUNCTIONING

**MANY NEURODIVERGENT  
PROFESSIONALS HAVE  
STRUGGLES WITHIN EXECUTIVE  
FUNCTIONING SKILLS.**

- **TASK INITIATION**
- **WORKING MEMORY**
- **EMOTION REGULATION**
- **FOCUS**
- **TIME AWARENESS**







# NEUROAFFIRMING CONSULTATION



## COMMUNICATION

- COMMUNICATE DIRECTLY
  - WHO, WHAT, WHEN, WHY
  - PROACTIVE COMMUNICATION
- DON'T FLUFF YOUR SPEECH WITH EXTRA WORDS.
- IF SHARING A LOT OF INFORMATION, PAUSE AT THE END AND PROVIDE A SUMMARY.

NEVER BE AFRAID TO ASK:

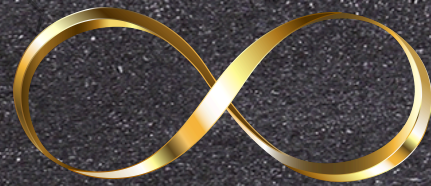
"DID THIS MEET YOUR NEEDS?"

"DO YOU HAVE ANY QUESTIONS?"

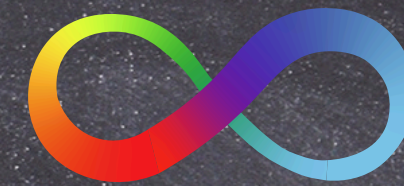
DID YOU RECEIVE THAT IN A WAY THAT MAKES SENSE TO YOU?"







# NEUROAFFIRMING CONSULTATION

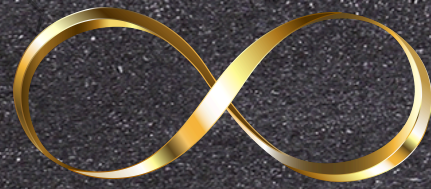


## IN PERSON

- CHECK THE SPACE FOR SENSORY OVERLOAD (INCLUDING YOUR OFFICE!)
- KEEP PROFESSIONAL DISTANCE
- BE OPEN TO YOUR CONSULTEE NEEDING TO MOVE AROUND DURING CONSULTATION OR VICE VERSA!
- HAVE A BATHROOM CLOSE BY & ACCESSIBLE
- JUST. ASK.







# NEUROAFFIRMING CONSULTATION

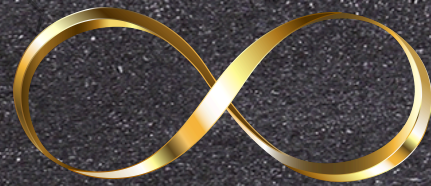


## VIRTUAL

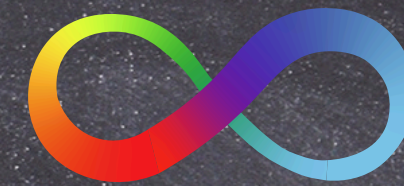
- ALLOW SPACE FOR CAMERAS OFF IF IT'S A TOUGH DAY
- USE PHONE CALLS SO YOU BOTH CAN MOVE & GROOVE
- HAVE CAPTIONS ON YOUR ZOOM OR ANY TELEHEALTH SERVICE
- ELIMINATE BACKGROUND NOISE
- IF NEEDING TO EAT, PLEASE ASK THE OTHER PERSON FIRST IF THEY ARE COMFORTABLE WITH THAT
- JUST. ASK.







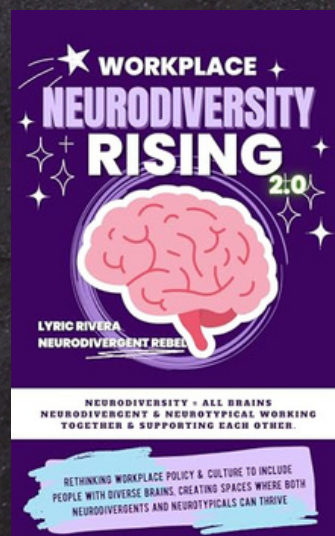
# RESOURCES



FOCUS ON LIVED EXPERIENCE RESOURCES!



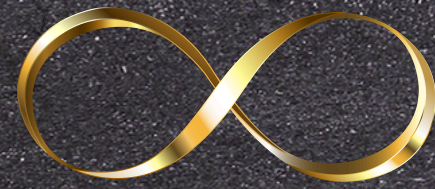
NEILSON, S. & HELLFELD, L. (2024). *CREATING SAFE SPACES FOR AUTISTIC PEOPLE: A GUIDE FOR BUILDING YOUR AFFIRMING ORGANIZATION OR GROUP*. SELF-PUBLISHED.



RIVERA, L. (2023). *WORKPLACE NEURODIVERSITY RISING 2.0*.







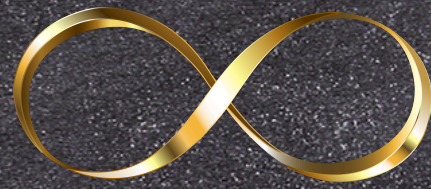
# REFERENCES



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- NEILSON, S. & HELLFELD, L. (2024). *CREATING SAFE SPACES FOR AUTISTIC PEOPLE: A GUIDE FOR BUILDING YOUR AFFIRMING ORGANIZATION OR GROUP*. SELF-PUBLISHED.
- WALKER, N. (2021). *NEUROQUEER HERESIES: NOTES ON THE NEURODIVERSITY PARADIGM, AUTISTIC EMPOWERMENT, AND POSTNORMAL POSSIBILITIES*. AUTONOMOUS PRESS, LLC.
- WISE, S. J. (2019). *RESOURCES*. LIVED EXPERIENCE EDUCATOR.  
[HTTPS://WWW.LIVEDEXPERIENCEEDUCATOR.COM/](https://www.livedexperienceeducator.com/)







# YOUR FACILITATOR



DR. TIFF LANZA, LCSW, M.ED., CST  
EMDR/IA APPROVED CONSULTANT



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 @DRTIFFLANZA

 @DRTIFF LANZA

 @TIFF LANZA, PH.D, LCSW, M.ED.

 **TikTok** @MAVERIQUESERVICES

 @MAVERIQUE THERAPEUTIC SERVICES

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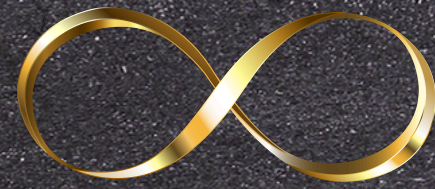
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# NEUROAFFIRMING CONSULTATION



Q&A



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