

# Fundamentals of Neurodiversity-Affirming Care for Helping Professionals

1. Believe neurodivergence is a difference, not a deficit
2. View lack of accommodation as a problem rather than individuals
3. Presume competence
4. Believe and prioritize lived experience. Understand current research and evidence based practice may be biased, may not include neurodivergent populations, or may have utilized neuronormative expectations
5. Consider the impact of all intersecting identities and systems of oppression on the individual
6. Balance highlighting client strengths without invalidating challenges
7. Support the individual through strategies, accommodations, environmental changes rather than seeking to "cure" them
8. Understand and utilize co-regulation
9. Engage in unlearning your own internalized ableism
10. Consider and provide all types of accommodations  
(Physical, sensory, memory, movement, communication and more)
11. Consider impact of office policies and processes on clients and colleagues of all neurotypes
12. Use affirming language in all spaces
13. Only utilize client initiated goals
14. Goals are not based on making the client appear more neurotypical
15. Individual benchmarks are utilized for each client rather than neuronormative benchmarks



*Embrace The Muchness*

ADHD COACHING & EDUCATION

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