

# Introduction to neurodiversity and Neurodiversity



With from Natasya Jones



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# Introduction to Neurodiversity session outcomes

Once you have completed today's session, you will have had an introduction to:

- 🧠 Learn how brain wiring **shapes** our world experiences
- 💡 Explore how different **brain** wiring and **emotions** drive different **behavior**
- 🌟 Strengths-based approach to Neurodiversity improves **mental wellbeing** for everyone
- 😬 Recognise that **identical stress triggers** can lead to diverse reactions and behaviors
- 📌 Begin learning how to create a neuro-inclusive workplace





# Natasya Jones

Co-founder | MD | Grad Dip BBus(Hons) | ICC  
Coach and PEERS Accredited

With 25 years of experience as a facilitator and coach, Natasya specialises in **mental well-being** and **neurodiversity** and is very passionate about **ADHD**.

Passionate about supporting differently wired brains:

- **Individuals:** Empowering individuals to better understand their strengths, challenges, and stress triggers with tools to thrive.
- **Organisations, schools, and communities:** Providing education and tools to create supportive, inclusive environments for all individuals to thrive.

As a **late-diagnosed**, proud ADHDer with dyslexic traits, Natasya draws on **lived experience** and is the parent of two Neurodiverse sons (AuDHD and ADD), driving her **commitment** to neurodiversity education and advocacy.

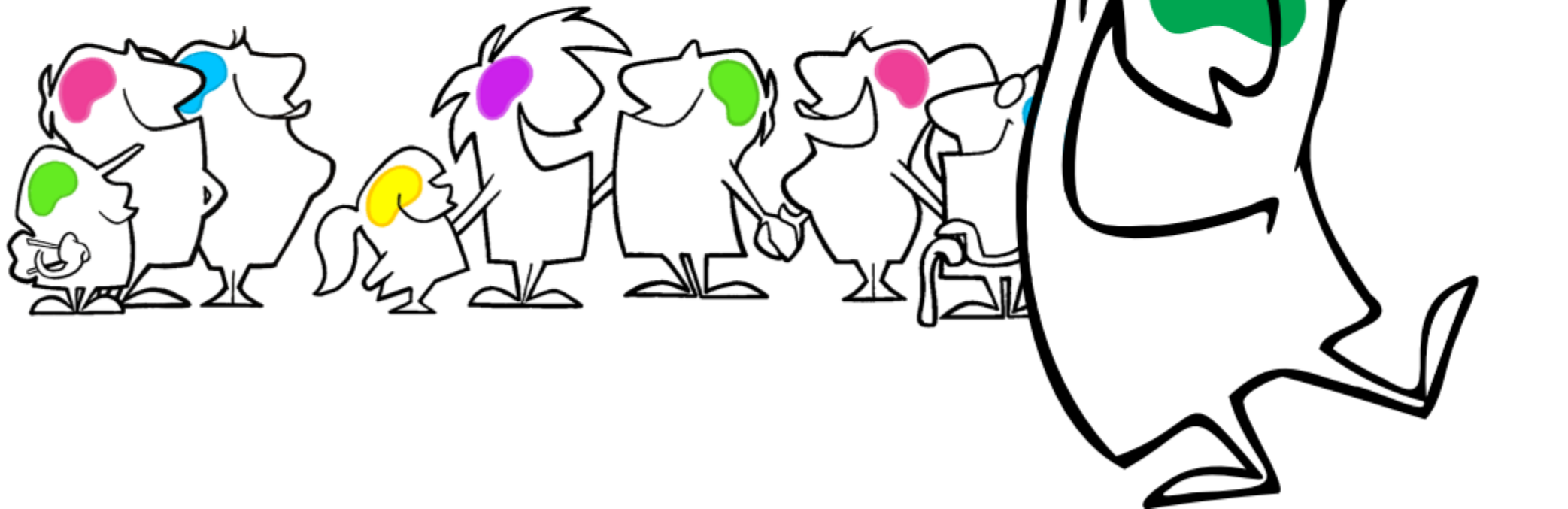




# Our Personal Why

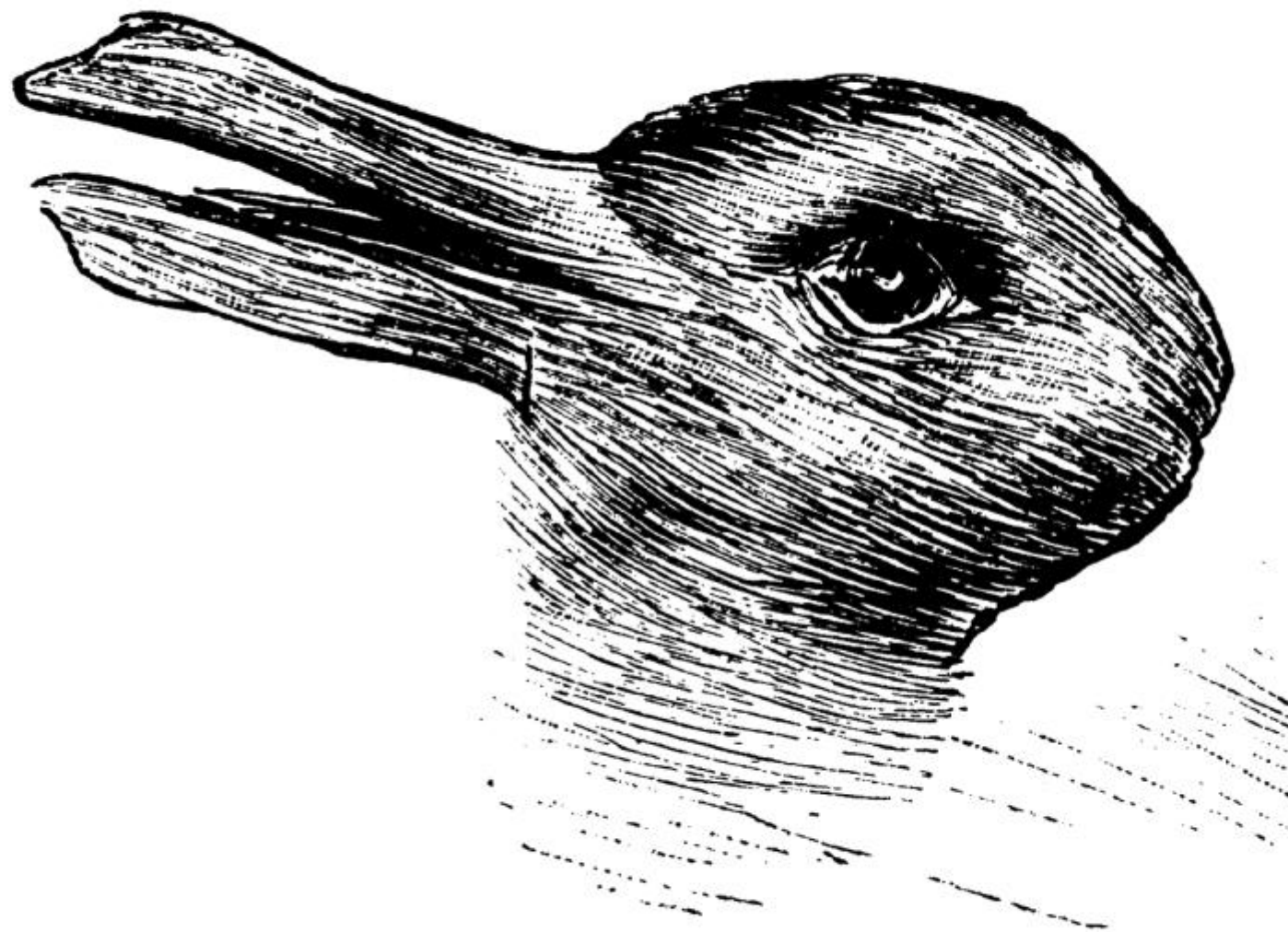


Living in a world where the neurodiverse and Neurodiverse can thrive throughout their life.





**What do  
you see?**



# What do we show?

## What's under the surface driving our behaviour?

Behaviour

**Thinking Brain**

- Beliefs
- Thoughts
- Attention
- Social skills

**Emotional Brain**

- Sleep
- Hunger
- Fear
- Need for control
- Need for attention
- Need to belong
- Confidence
- Physical safety
- Fear



# How the brain affects behaviour

**Prefrontal Cortex (PFC)**  
Thinking brain



**Limbic System**  
Emotional brain

# neurodiverse

Little n for **neurodiversity**.

**There are 8 billion brains  
in the world and every  
single one is different.**



# Neurodiverse

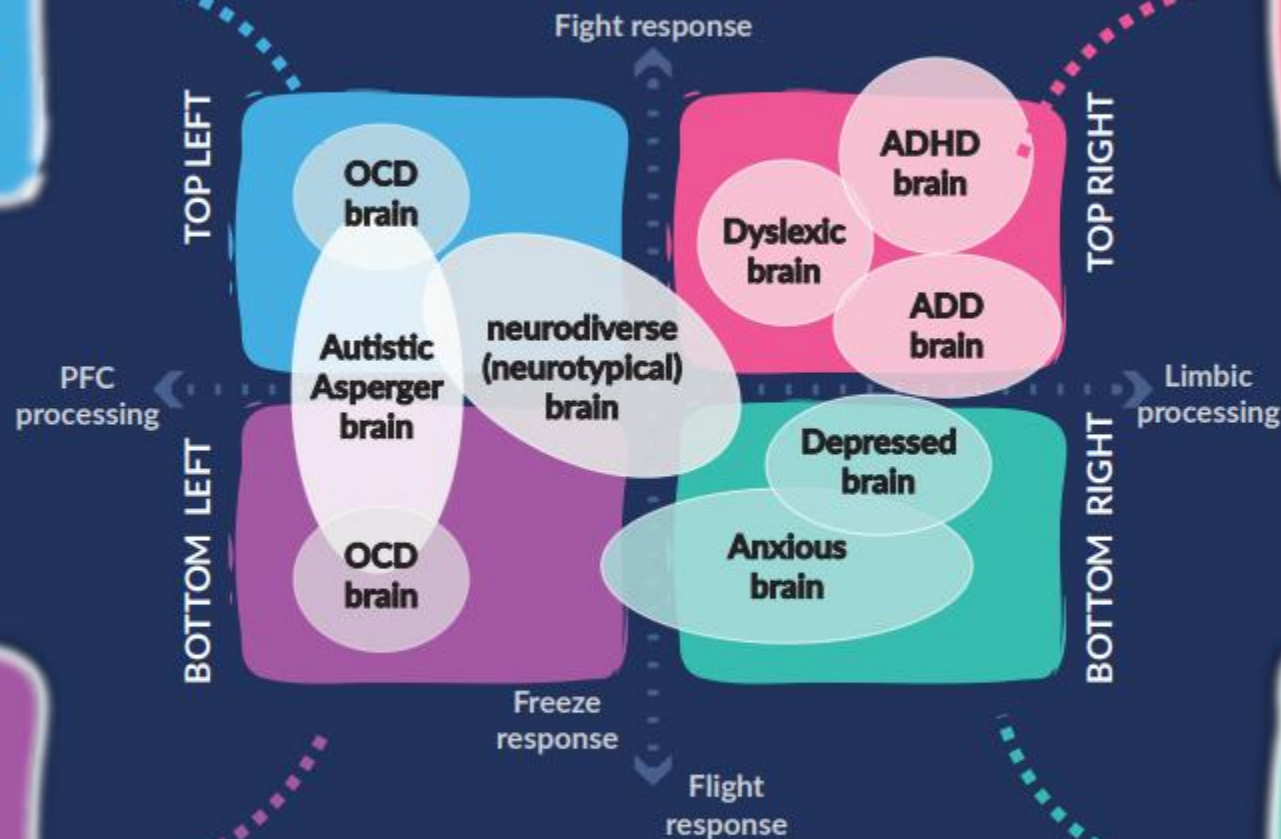
Big N for Neurodiversity.

**Traits strong enough  
they would get a  
diagnosis, i.e. ADHD,  
ASD, Dyslexia etc.**



- Focus on **data**
- Driven by **clarity**
- Learning by **enquiry**

- Focus on **solutions**
- Driven by **reward**
- Learning by **seeing/doing**



- Focus on **structure**
- Driven by **routine**
- Learning by **observing**

- Focus on **feelings**
- Driven by **connection**
- Learning by **support**

# Power of Neurodiversity - Megatrend

**Gartner** Top Strategic Predictions for 2024 and Beyond

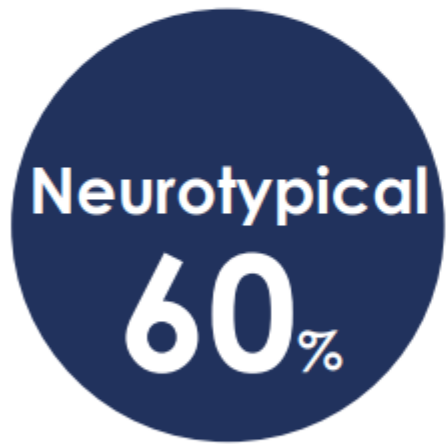
By 2027, 25% of Fortune 500 companies will **actively recruit neurodivergent talent** across conditions such as autism, attention deficit/hyperactivity disorder (ADHD) and dyslexia to **improve business performance**.

*Hatak et al (2021) Small Bus Econ 57:1693–1713*



# Gartner® Latest World Megatrend

“Recruit ASD, ADHD, and Dyslexia to improve business performance”



Adaptable  
Agreeable  
Responsive



Productive  
Accurate  
Knowledgeable  
Analytical  
Structured



Innovative  
Hyper focus  
Efficient  
Able to cram  
Entrepreneurial



Good Problem Solvers  
Excellent Big Picture  
Think outside box  
3D Thinkers  
Creative





# 3

## Emotional Brain States



**Red Brain = Unmanaged Stress**



**High Orange Brain = Burnout**

**Early Orange Brain = Stress Triggers**



**Green Brain = Well Managed Stress**



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# Mental Wellbeing 101 “Getting” YourSELF Programme

## Proven Impact:

- **+14%** improvement in employees' mental well-being indicators (increased from 72.23% to 86.11%).

## International Data

- Improve **Innovation & Leadership effectiveness** by up to **20%** with better interpersonal dynamics (*HBR, 2022*).
- **Toxic interactions** increase **burnout risk** by **60%** (*Gallup, 2023*).
- **Reducing burnout increases employee** engagement and performance by approximately **30%** (*Deloitte, 2023*).

Quotes from June 2024 workshops with Clutha District Council.

“Highly recommend, should be mandatory and is important, specifically in these times to **create connection** and **understand** with **compassion** our **differences**.”

“The Getting SELF Programme is a great and easy way to understand and improve how your mind impacts productivity and relationships.”

## Mental Wellbeing 101 “Getting” YOUR Brain

“Do it - it's gives you a better understanding of your workmates and family and gives you tools to deal with your differences. “

“I now believe I will be able to change from orange (stressed) brain to **green brain** (flow state) **more easily** because I **understand** the **triggers** that move me into orange brain.

I can manage my **workload better** by now **understanding why I do things**.

Build in **reflection** time.

Break tasks down into smaller chunks so that they have defined end points.”





Scan the QR  
code and register  
to join our  
newsletter to stay  
up-to-date!



# Thank you!

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To discuss how we can support you, your Neurodiverse employees, and your business to thrive, phone Natasya on 0800 348 374 368 or email [Natasya@DivergenThinking.co.nz](mailto:Natasya@DivergenThinking.co.nz) to book a catch-up to discuss.