

# 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.

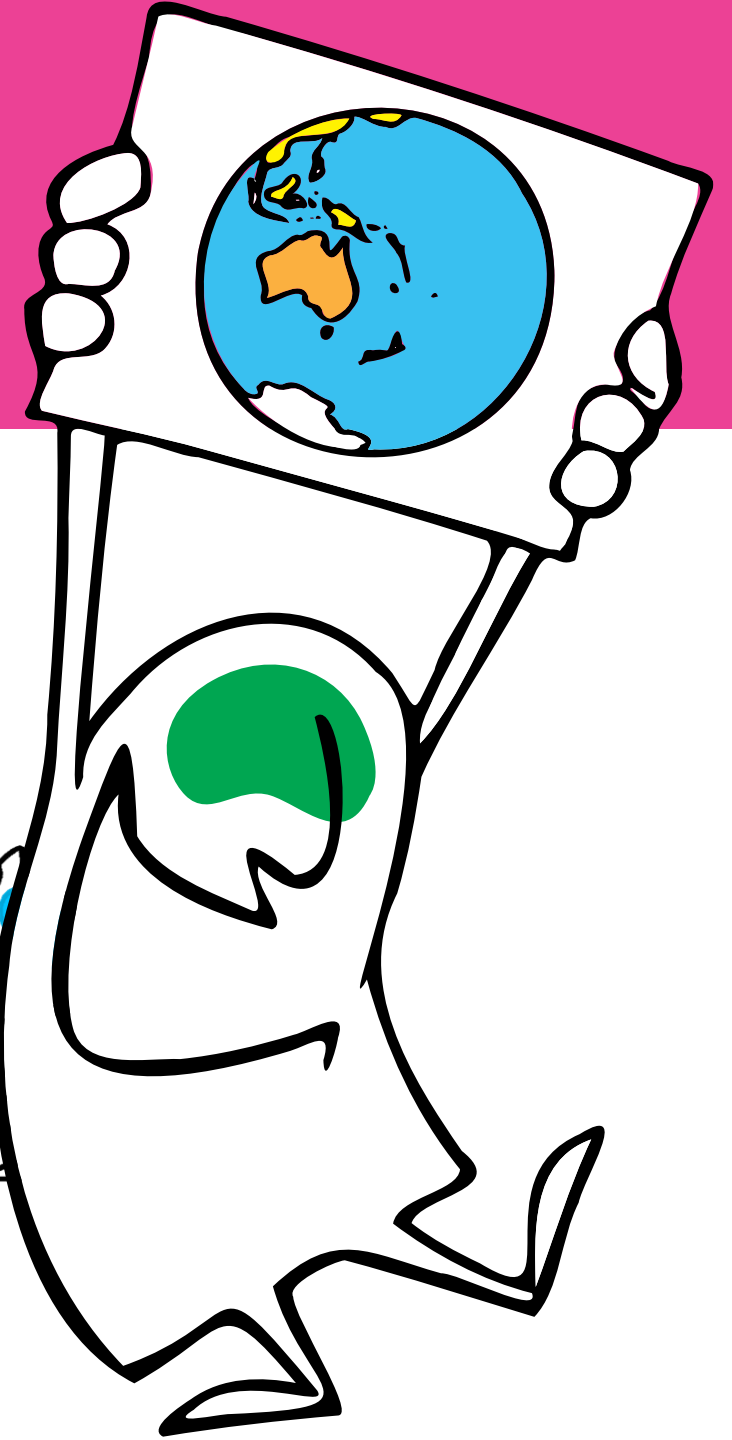
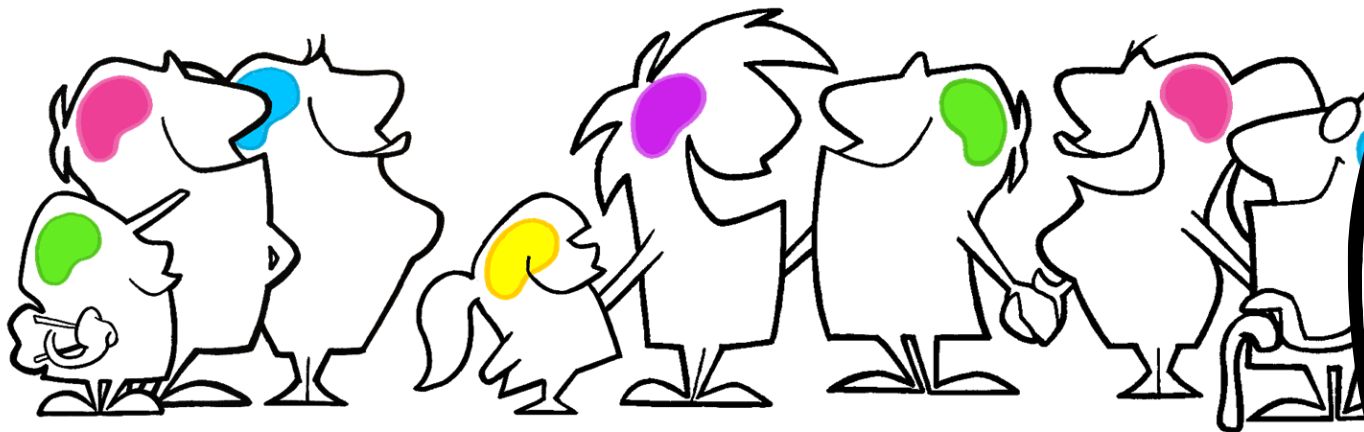
As a **late-diagnosed**, proud ADHDer with dyslexic traits, Natasya draws on **lived experience** and is the parent of two Neurodiverse sons (AuDHD and ADD), driving her **commitment** to neurodiversity education and advocacy.



# Our Personal Why



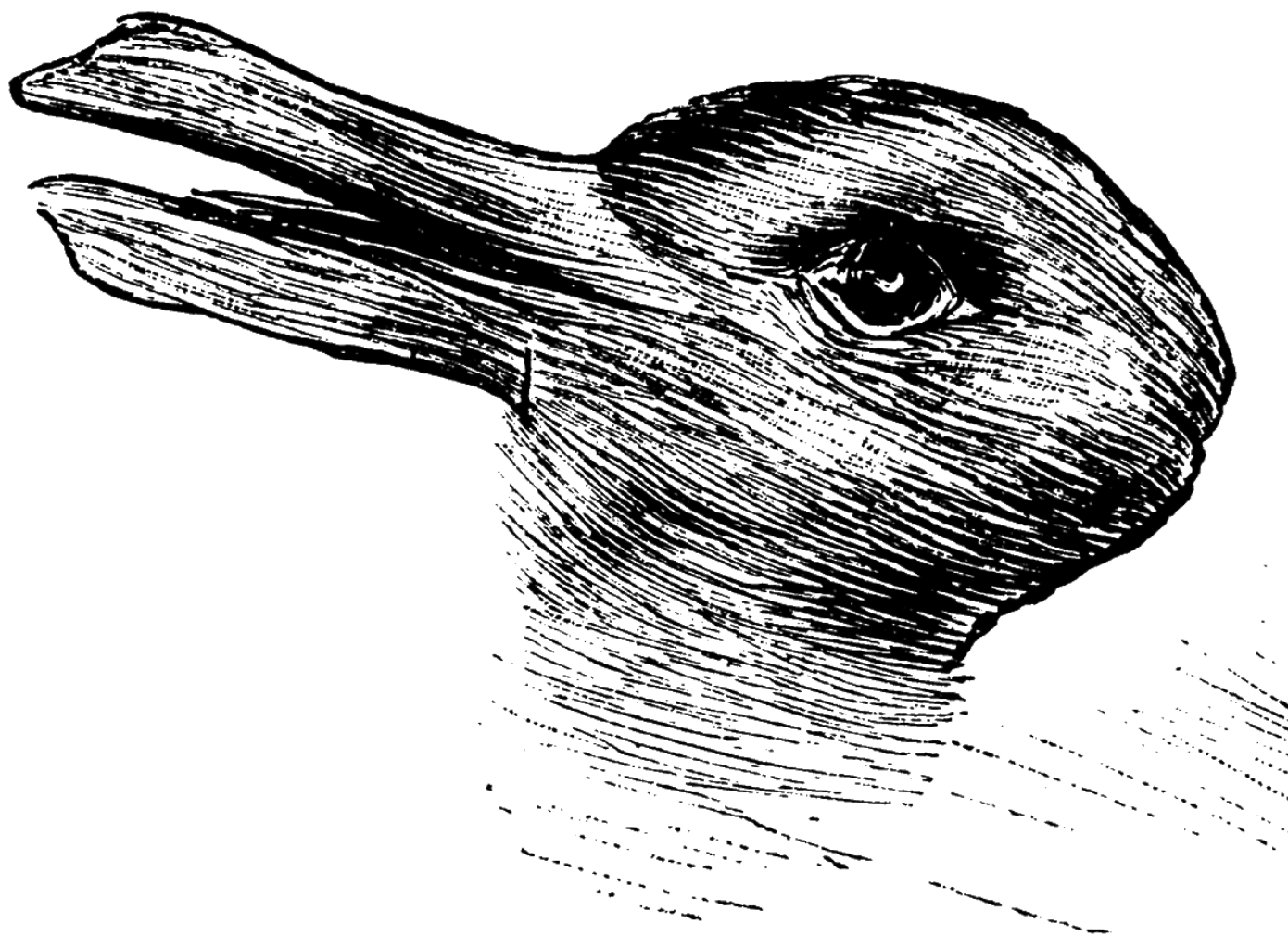
Living in a world where the neurodiverse and Neurodiverse can thrive throughout their life.







**What do  
you see?**



# What do we show?

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

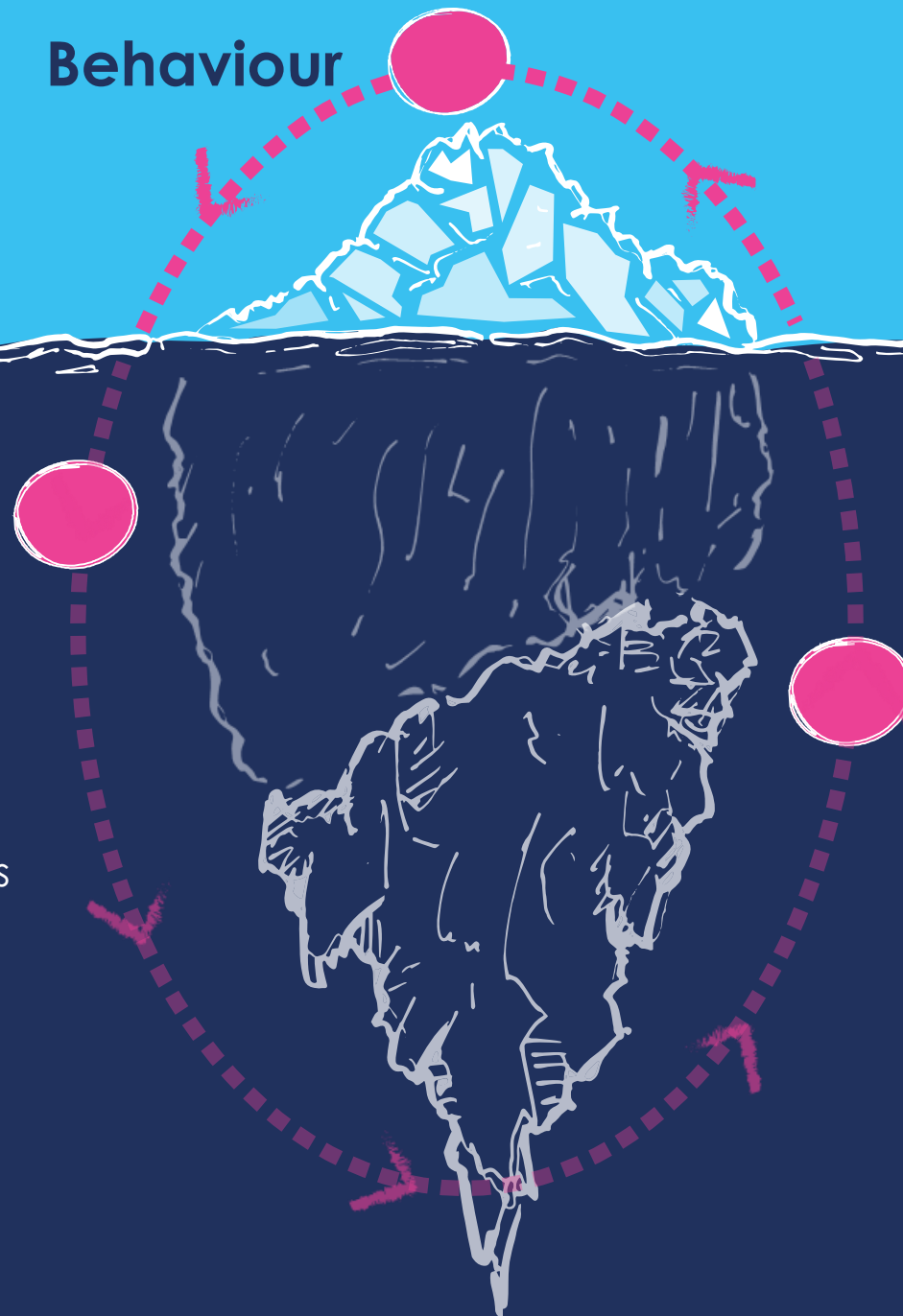
### Thinking Brain

- Beliefs
- Thoughts
- Attention
- Social skills

### Emotional Brain

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

Behaviour



# 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.**



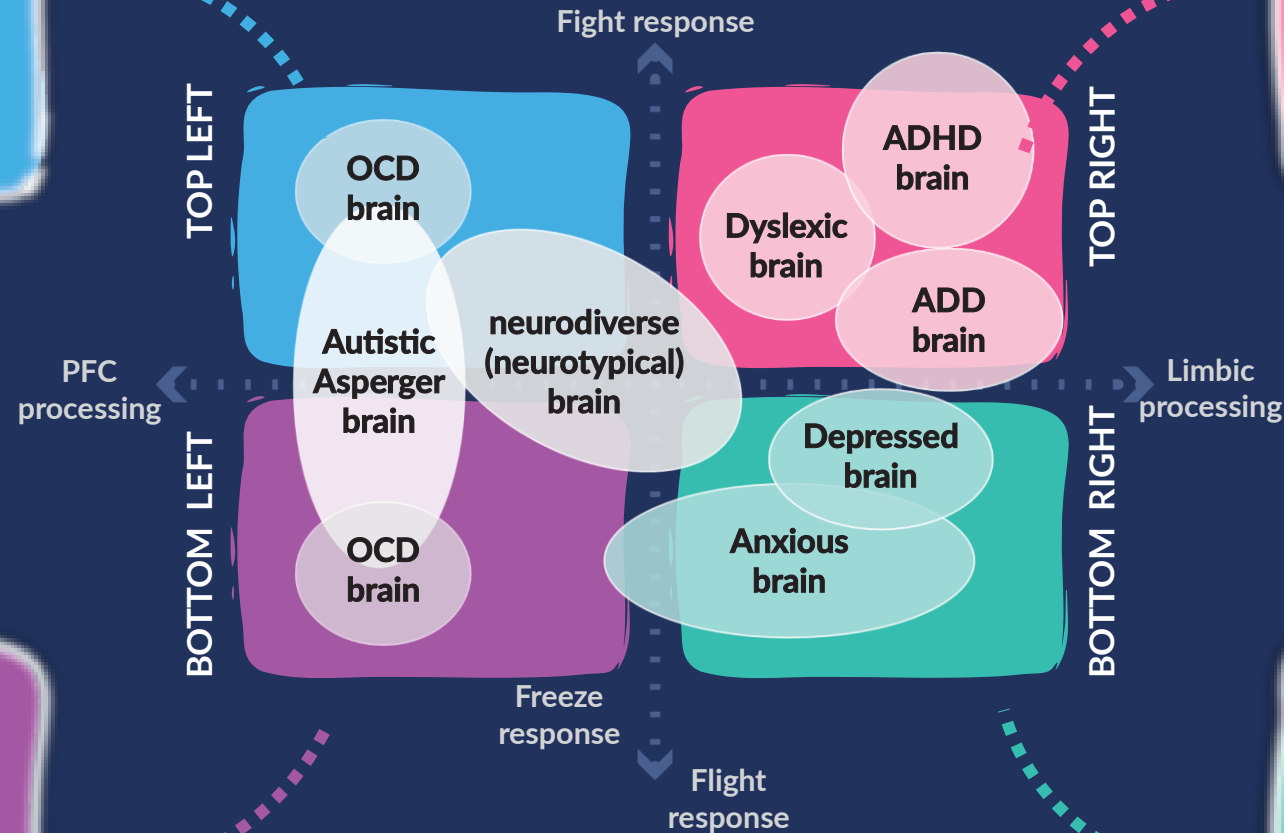
# Neurodiverse

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



# Emotional Brain States



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## Red Brain = Unmanaged Stress

- Limbic Brain is in control
- Under threat, in protection mode
- Fight, flight or freeze



## High Orange Brain = Burnout

- Sensitive to potential threat
- Prefrontal Cortex is just about managing
- Limited thinking time



## Early Orange Brain = Stress Triggers

- Fight, Flight or Freeze
- Physical and or emotional tension
- Short term focus

## Green Brain = Well Managed Stress

- Balance of PFC and LB
- Mindful and reflective
- Effective problem solving
- Perspective taking



# 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

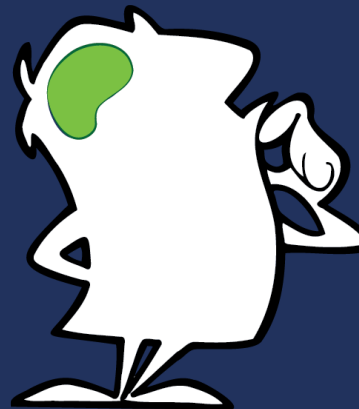
“Do it - it's gives you a better understanding of your workmates and family and gives you tools to deal with your differences. “

“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.”





# Thank you!



Scan QR to join our newsletter  
and stay up to date!

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**Morning Tea**  
**10.00 -10.30**



# EEA Trainer Forum 6 May 2025

Thinking Differently





# Circle of Life





Become a mentor





Different Roles?





Network





Audience





# Tools





End state



# What's good for the goose is not good for the gander

**IRENE CLAUSSE, ELECTRICAL ENGINEER**

**Trainer's Forum**

**6<sup>TH</sup> May 2025  
CHRISTCHURCH**

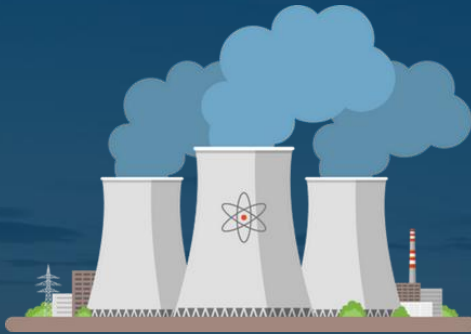
**eea**





# About me

  
**patagonia®**



# How I became an Electrical Power Engineer





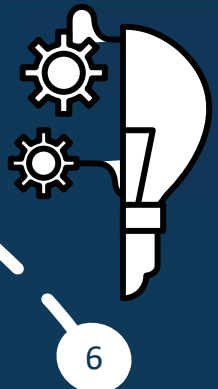
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4



5



6



2



1

# 1 School

- Different school system
- Societal expectations
- Opportunities





## 2 Study

- Travel and change
- Hospitality
- Decisions





# 3 Career change

- Failure
- Transferable skills
- Study?



# 4 Christchurch | Ōtautahi

- Migrating
- Admin life
- Opportunities

4

**Fletcher**  
**Earthquake**  
**Recovery**



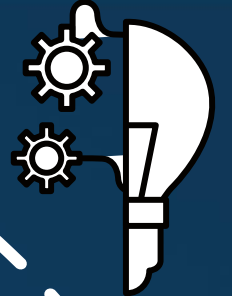
# 5 Enable

- Technical work
- Networks
- Lateral movement



# 6 University

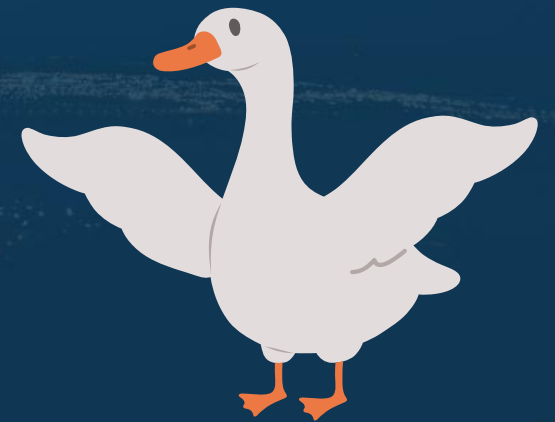
- Engineering
- Belonging
- Optics and perception

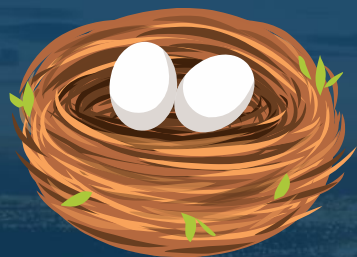


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So, where are the geese?











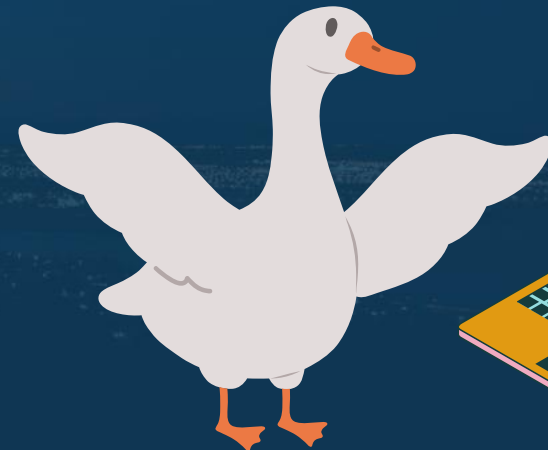
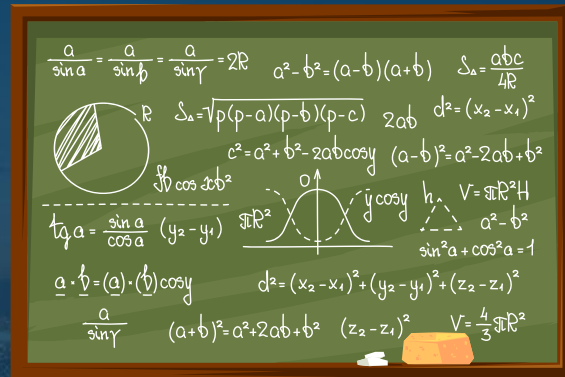
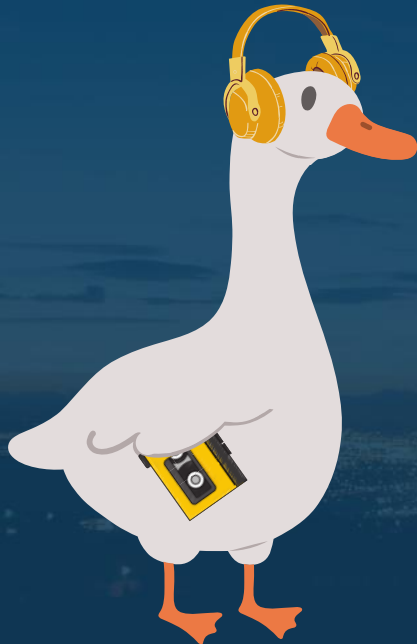




# One-size fits all?



# Learning styles



# The Golden Rule

“Do unto others as you would have them do unto you”





# The Golden Rule

“Do unto others as **THEY** would have you do unto **THEM**”



# Summary

- People come from different backgrounds
- People have different needs and preferences
- Delivering training in a format that is preferred by the trainee can maximise their development

**Thank You**



THE FUTURE

IS NEARLY

HERE.....



**Revolutionising  
Workplace Safety:  
Virtual Reality  
Training in the  
Electricity Supply  
Industry**



# Why VR training?



- **Traditional training doesn't prepare workers for high-risk environments.**
- **VR creates immersive, realistic scenarios where learners can safely practice.**
- **It offers a psychologically safe space for hands-on learning.**



# The power of VR



- **Risk-Free Realism:** High-risk tasks can be simulated safely.
- **Accelerated Learning:** Learning by doing improves retention and speeds up training.
- **VR supports repeated practice without real-world consequences.**



# The REAL power of VR

- **Measurable Behaviour Change:** Data can be captured on performance.
- **Enables tailored coaching** based on actual learner performance.
- **Ideal for safety-critical training** where mistakes are costly.



# Case Study



## ENERGY QUEENSLAND

- **Used VR for polarity testing and fault finding in realistic settings.**
- **Initially sceptical staff became engaged once they experienced the benefits of safe failure and learning.**
- **We also found that Transpower were using existing VR units on the Metaenga platform that we were looking at using**

# VR Key Benefits



- Increased engagement and safer behaviours.
- Cost savings from reduced accidents and faster, scalable training.
- Easy updates—one fix can be pushed to all devices instantly.
- Effective where safety, skill, and realism are critical.

# Developing VR Training

- **Funding Secured!**
- **Industry concern: testing to ensure safety.**
- **First module focused on safety testing.**
- **Chose developers (Digital Engineering and Magic using Metaenga platform) for realistic, cost-effective modules.**
- **Developers had prior success and an existing ES VR catalogue.**

Infrastructure Education & Training  
CHARITABLE TRUST



Managed by

 **Metaenga**





# MITA

CONSULTING

## EWRB Testing to Ensure Safety

VR Training



powered by  Metaenga

# Implementing VR Training



- **Needed quality headsets, real integration into training, and instructor capability.**
- **Explored use in refreshers and post-incident reviews.**
- **Currently finalising a VR assessment module - less guidance and able to get a score and breakdown of each step on completion.**

# Where to next?

- **Exploring High Voltage (HV) switching training.**
- **Research into XR (extended reality) and AI.**
- **XR: overlays, smart glasses for real-time prompts.**
- **AI: adaptive platforms that adjust to learner performance.**

