

Strengths-Based Model of Neurodiversity and the Stanford Neurodiversity Project

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Outline

- Introduction to Neurodiversity
- Strengths-based Model of Neurodiversity
- The Stanford Neurodiversity Project
- How can work together to maximize the potential of Neurodiversity?

Introduction to Neurodiversity

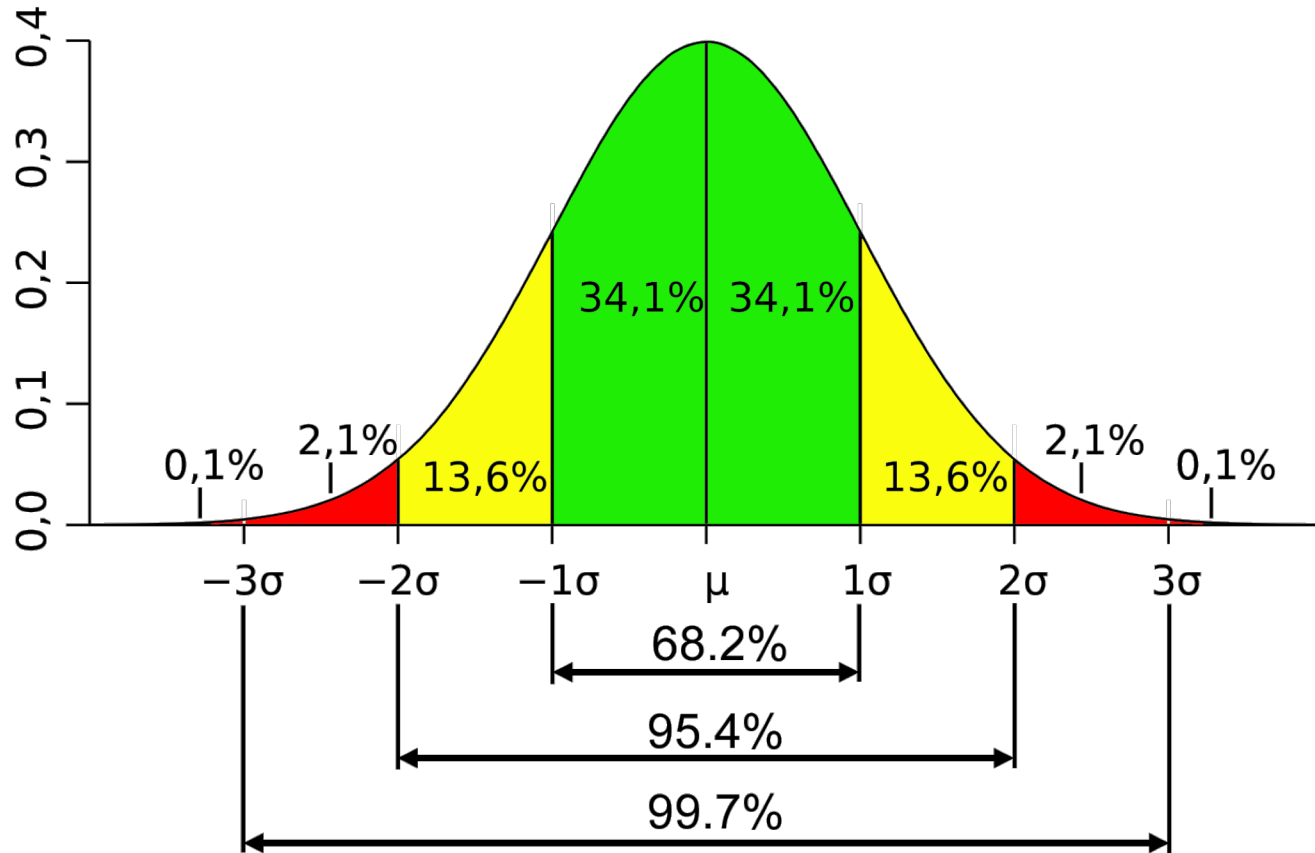


Stanford University

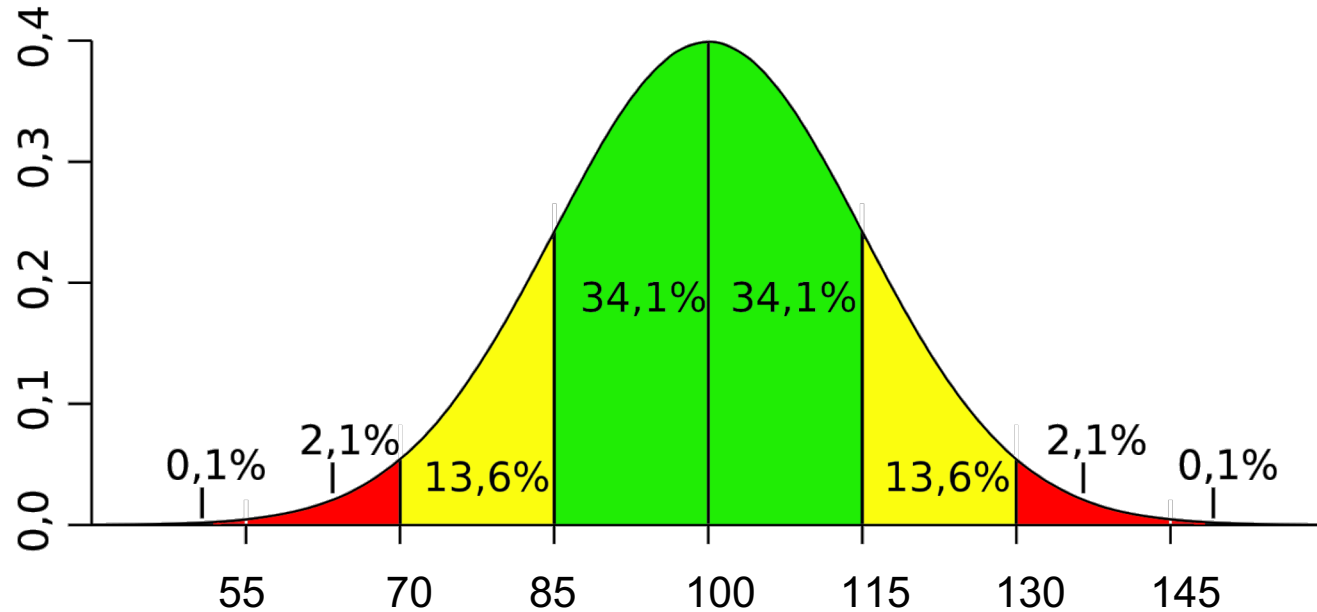
Neurodiversity is a concept that regards individuals with differences in brain function and behavioral traits as part of normal variation in the human population.



Conceptual Considerations – Bell-shaped Curve



Conceptual Considerations – IQ



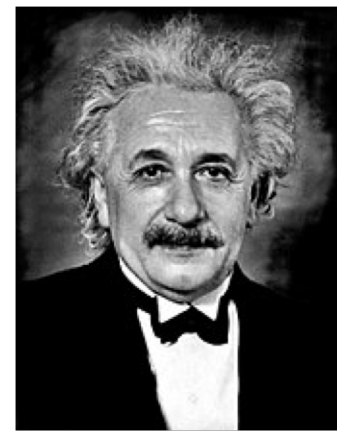
Theory of Multiple Intelligences

- ☐ musical-rhythmic
- ☐ visual-spatial
- ☐ verbal-linguistic
- ☐ logical-mathematical
- ☐ bodily-kinesthetic
- ☐ interpersonal
- ☐ Intrapersonal

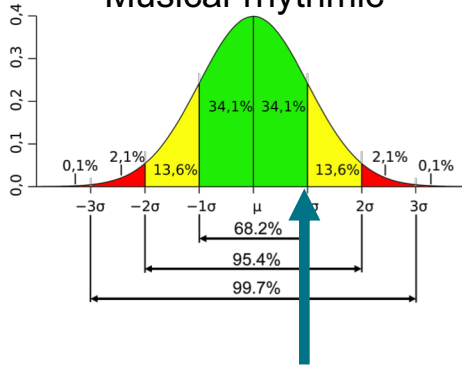


Howard Gardner,
Harvard University

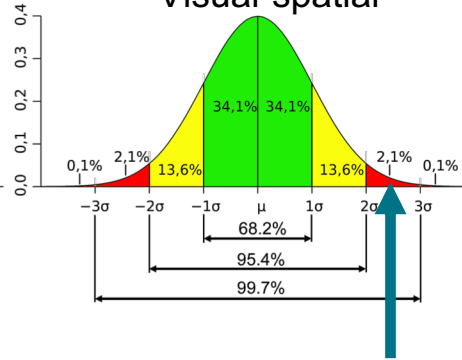
Einstein's possible MI profile



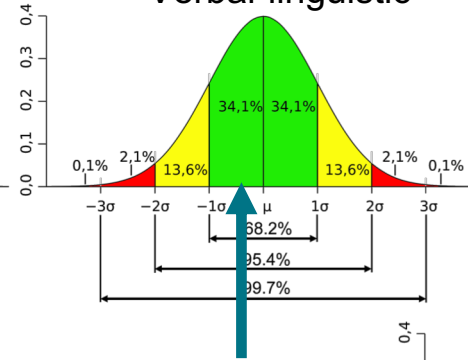
Musical-rhythmic



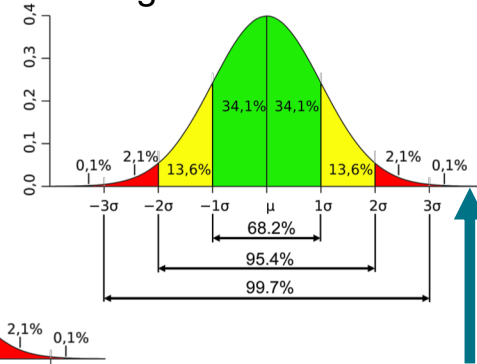
Visual-spatial



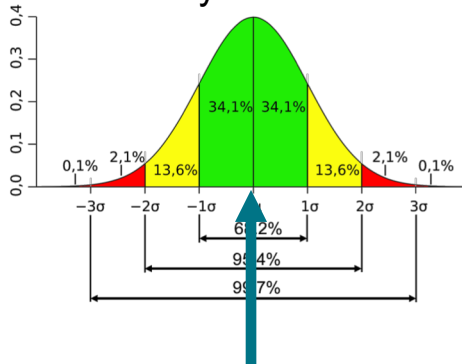
Verbal-linguistic



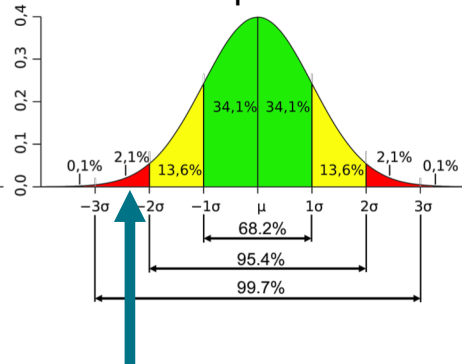
Logical-mathematical



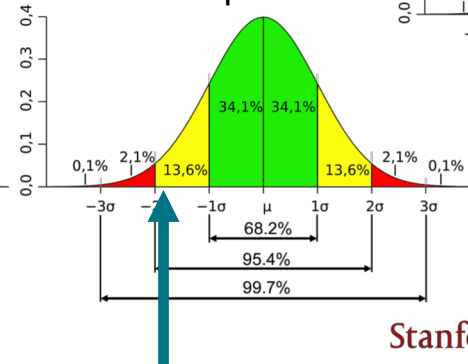
Bodily-kinesthetic



Interpersonal



Intrapersonal



NEURODIVERSITY AS A COMPETITIVE ADVANTAGE

BY ROBERT D. AUSTIN AND GARY P. PISANO

WHY YOU
SHOULD
EMBRACE
IT IN YOUR
WORKFORCE

Strengths-based Model of Neurodiversity



Strength-Based vs. Disability Model of Neurodiversity

Strength-Based Model

- ☐ Entrepreneur spirit
- ☐ Creativity
- ☐ Visual thinking
- ☐ Hyperfocus
- ☐ Attention to details
- ☐ Deep interest in particular topics
- ☐ Excellent fund of knowledge
- ☐ Determination
- ☐ ...

Disability Model

- ☐ Dyslexia
- ☐ Attention Deficit Hyperactivity Disorder
- ☐ Autism Spectrum Disorder
- ☐ Dyspraxia
- ☐ Dyscalculia
- ☐ Synaesthesia
- ☐ ...

Autism

Common Strengths

Persistence

Detailed Oriented

Fund of knowledge

Concrete / Honest

Loyal

Common Challenges

Perseveration

Seeing “Big Picture”

Few interests

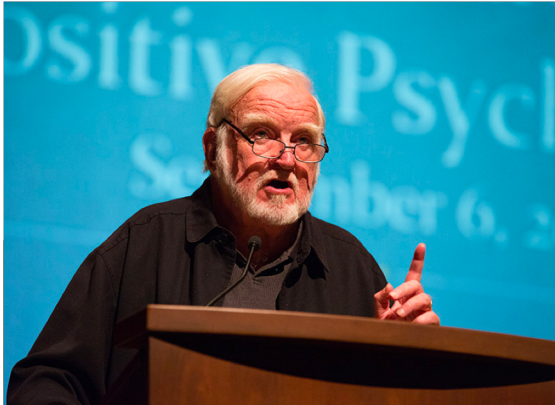
Perspective Taking

Social Interactions

Strengths-Based Model of Neurodiversity

- ❑ Key components
 - Positive psychology
 - Chickering's Seven Vectors of Development
- ❑ Other considerations
 - Neurodiverse condition instead of disorder
 - Acknowledge challenges instead of deficits
 - Apply strengths-based approach across entire spectrum of neurodiverse conditions

Positive Psychology



Positive Psychology

An Introduction

Martin E. P. Seligman
Mihaly Csikszentmihalyi

University of Pennsylvania
Claremont Graduate University

January 2000 • American Psychologist

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Vol. 55, No. 1, 5-14 DOI: 10.1037//0003-066X.55.1.5

Core of PP:

- Well-being, contentment, and satisfaction
- Flow and happiness
- Hope and optimism

Taxonomy of Positive Psychology Themes Derived From 53 Published Definitions

1. Virtues, character strengths, positive personality traits and related attributes and abilities, and talents.
2. Phenomena indicative of happiness, positive emotional well-being, subjective sense of fulfillment, and satisfaction with the quality of life.
3. Developmental process of becoming, growth, fulfillment of capacities, actualization of potential, and development of the highest/authentic self.

**How do we conceptualize the
use of positive psychology in
individuals with Neurodiverse
individuals?**

Positive Psychology to be applied to Neurodiverse Individuals

- ❑ PP focuses on strengths that enable individuals to progress toward meeting personal goals. PP is designed to help develop healthy, strengths-oriented people.
 - Raise awareness of personal strengths
 - Increase trust in personal ability
 - Help them learn to engage in relationships
 - Increase self-satisfaction through success
- ❑ PP can be useful in moving neurodiverse individuals away from negativity and immobility.
 - Co-morbid conditions, such as anxiety, depression, and executive dysfunction.

Approaches to Positive Psychology to be applied to Neurodiverse Individuals

- ☐ Building strengths
- ☐ Utilize interests
- ☐ Positive behavior supports
- ☐ Accommodating learning differences (Universal Design for Learning (UDL))

Strengths-Based Model of Neurodiversity

- ❑ Key components
 - Positive psychology
 - **Chickering's Seven Vectors of Development**
- ❑ Other considerations
 - Neurodiverse condition instead of disorder
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 - Apply strengths-based approach across entire spectrum of neurodiverse conditions

Chickering's Seven Vectors of Development

- ☐ Developing Competence
- ☐ Managing Emotions
- ☐ Moving through Autonomy toward Interdependence
- ☐ Developing Mature Interpersonal Relationships
- ☐ Establishing Identity
- ☐ Developing Purpose
- ☐ Developing Integrity

The Stanford Neurodiversity Project



EMPOWERING THE NEURODIVERSE POPULATION

Objectives of the Stanford Neurodiversity Project

- Establish a culture that treasures the strengths of neurodiverse individual
- Empower neurodiverse individuals to build their identity and enhance their long-term skills of daily living throughout the lifespan
- Attract talented neurodiverse individuals to study and work at Stanford
- Train talented individuals to serve the neurodiverse population
- Disseminate the Stanford Neurodiversity Model locally and nationally
- Maximize the potential of neurodiversity

THE STANFORD NEURODIVERSITY MODEL

General public



Stanford University



EDUCATION

ADVOCACY

SERVICE

RESEARCH



Neurodiverse
population

Departments
at Stanford
(e.g., School of
Medicine)

Service organizations
(e.g., *Evo Libri*)



Stanford Neurodiversity Project – Key Initiatives

- Neurodiversity Awareness and Education Initiative
 - Special Interest Group for Neurodiversity at Stanford
 - Neurodiversity Awareness Program
 - Cardinal Course on Neurodiversity
 - Neurodiversity seminar series (12-week)
 - Stanford Neurodiverse Student Support Program
- Neurodiversity at Work and Wellness Initiative
 - Stanford Neurodiversity at Work Program
 - Adult Neurodevelopment Clinic
- Neurodiversity Independent Living Skills and Housing Initiative
 - Independent Living Skills Program

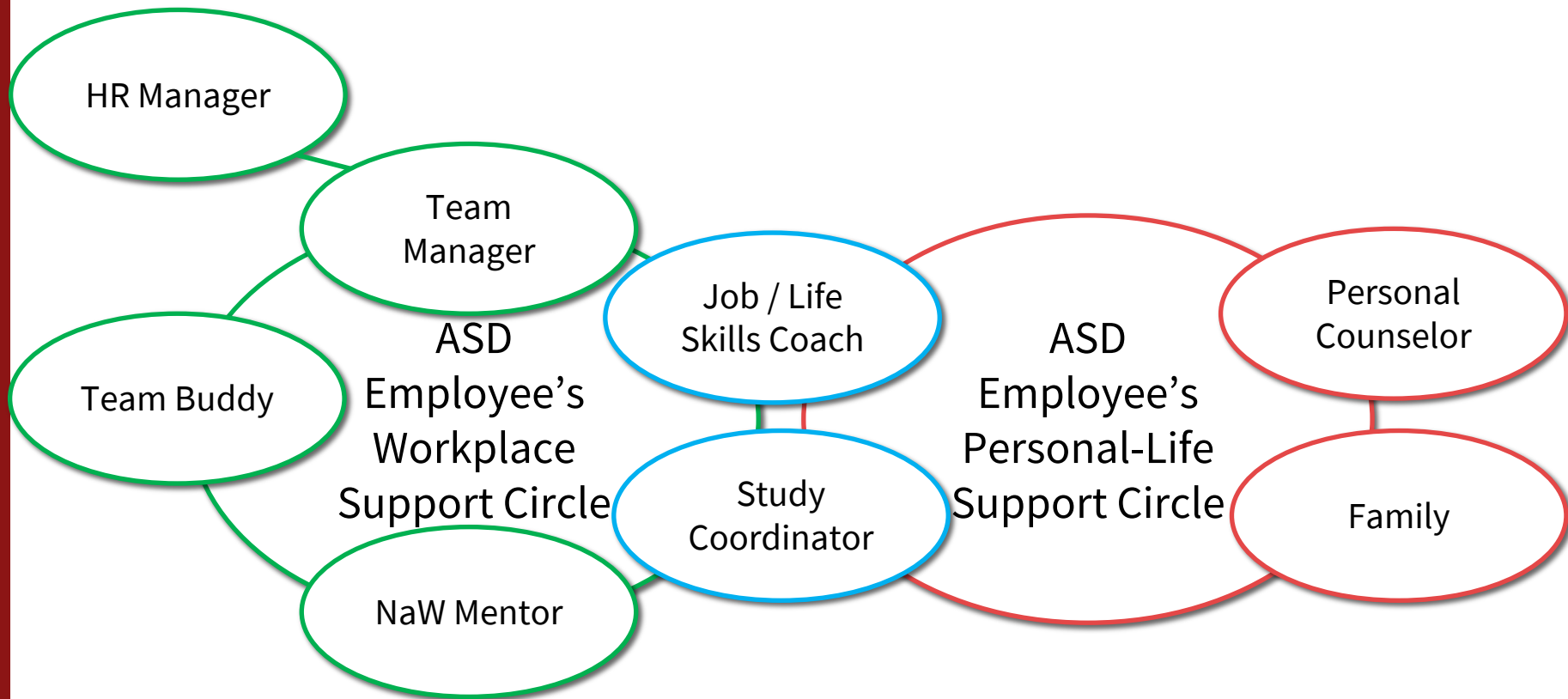
Presentations at the SIG-Neurodiversity Meetings (1)

- Nov 2017 - Cheryl Morin: “SAP Autism at Work High School Program”
- Dec 2017 - Paulette Penzvalto (Google): “Neurodiversity Internship program in Google”
- Jan 2018 - Tim Goldstein: “Training companies on understanding neurodiverse individuals”
- Feb 2018 - Jan Johnston-Tyler (Evo Libri): “Neurodiversity hiring programs”
- May 2018 - Kerry Margo: “College Students with Autism Spectrum Disorder”
- Jun 2018 - Anlor Davin and Gregory Yates (AASCEND): “Mindfulness Practice for Adults with Autism Spectrum Disorder”
- Jul 2018 - Susanne Marie Bruyere, PhD (Cornell): “Workplace Disability Inclusion Policies and Practices: Implications for Autism at Work Initiatives”
- Aug 2018 - Michael Bernick (AASCEND): “With California's Extensive Autism Employment System, Why is Autism Unemployment Higher Today than in 1990”
- Sep 2018 - Alicia Danforth, PhD: “Psychotherapy in Adults with ASD”
- Oct 2018 - Steve Keisman (Identifor): “Shifting the Employment Paradigm with Cutting Edge Technology”

Presentations at the SIG-Neurodiversity Meetings (2)

- Nov 2018 - David Nordfors, PhD (i4j): “Coolabilities”
- Dec 2018 - Janet Lawson and Dan Swearingen (Autistry Studios): “Employment: Why is it hard? What are we doing about it?”
- Jan 2019 - Mark Jessen (SAP): “A Personal Story about Navigating Life and Employment as a Person on the Spectrum”
- Feb 2019 - Micaela Connery (The Kelsey): “Envisioning Inclusive Community”
- Mar 2019 - Laurie Sperry, PhD (Yale)
- Apr 2019 - Yudi Bennett (Exceptional Minds)
- Other future speakers to be scheduled:
 - Valerie Paradiz, PhD (Neuronavigators): “Building Capacity in Career Pathways and Employment of Neurodiverse People”
 - Joseph Strayhorn, MD (Private Practice)
 - Nicole Ofiesh, PhD (Stanford)
 - Hala Annabi, PhD (University of Washington)
 - Carrie Molho, PhD (SARC)

Stanford's Support Circle Model 1.1



How can work together to maximize the potential of Neurodiversity?



Opportunities to collaborate

- ☐ Join the Special Interest Group for Neurodiversity
- ☐ Let us know your interests in neurodiversity
- ☐ Let us know if neurodiverse individuals you know are looking for employment
- ☐ Introduce us to organizations interested in learning more about neurodiversity
- ☐ Introduce us to organizations interested in hiring neurodiverse individuals
- ☐ Tell us how you want to be involved

By working together, we can make the difference to the neurodiverse community and beyond.

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Stanford
MEDICINE

Stanford Neurodiversity Project

Neurodiversity Awareness
and Education

Neurodiversity at Work

Neurodiversity Wellness

Neurodiversity Research

Neurodiversity Alliances ▾



What is Neurodiversity?

Neurodiversity is a concept that regards individuals with differences in brain function and behavioral traits as part of normal variation in the human population.

The movement of Neurodiversity is about uncovering the strengths of neurodiverse individuals and utilizing their talents to increase innovation and productivity of the society as a whole.

Key Objectives

Establish a culture that treasures the strengths of neurodiverse individual

Empower neurodiverse individuals to build their identity and enhance their long-term skills of daily living throughout the lifespan

Attract talented neurodiverse individuals to study and work at Stanford

Train talented neurotypical individuals to serve the neurodiverse population

Disseminate the Stanford Neurodiversity Model locally and nationally

Maximize the potential of neurodiversity

THANK YOU!



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