



ASB AND NEURODIVERSITY

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Why this topic?

- What I thought
- What I learnt
- Applying this to work
- 1 in 20 believed to have ADHD
- How we can raise awareness
- How we can adjust our processes





Some disclaimers

- 
- I'm not a doctor!
 - Still learning
 - Can only speak from own experiences
 - Trigger warning
 - Initial thinking v actual actions

What are we exploring

- Some of the more common things people with ADHD experience
- How these can be impacted by traditional ASB case management processes
- What we might do differently
- Some of the things we can offer





Justice sensitivity

- Whether it's triggered by societal injustice or small inequities, justice sensitivity causes you to perceive unfairness and wrongdoing in the world more frequently — and to feel it more acutely— than do neurotypical peers.



How it may play out in ASB cases

- Appearing to be unusually sensitive to something
- Reporting frequently and repeatedly



What can we do?

- Ask ourselves why?
- Have we done what we should do?
- Have we not explained things clearly?



Rejection Sensitivity Dysphoria



- Extreme emotional sensitivity and pain triggered by the perception that a person has been rejected or criticised
- Avoid situations where criticism could be given
- People pleaser to ensure that everyone likes them and no-one has a bad word to say

In an ASB case

- Find it difficult to follow through on self-help recommendations
- Find the concept of mediation incredibly challenging
- May agree to too much at own detriment





What can we do?

- Don't assume a "no" is non-cooperation
- Make sure support and guidance
- Alternative options e.g. "Dear Neighbour" cards.
- Think about how to best deliver mediation – build rapport with mediator first, have advocate, shuttle style, ensure mediator understands

Executive Functioning Skills for Success

www.thepathway2success.com



Executive functioning



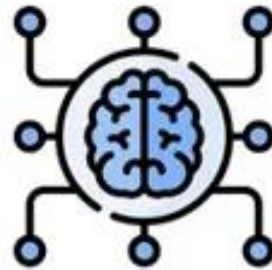
Planning



Organization



Task Initiation



Flexibility



Attention



Self-Control



Metacognition



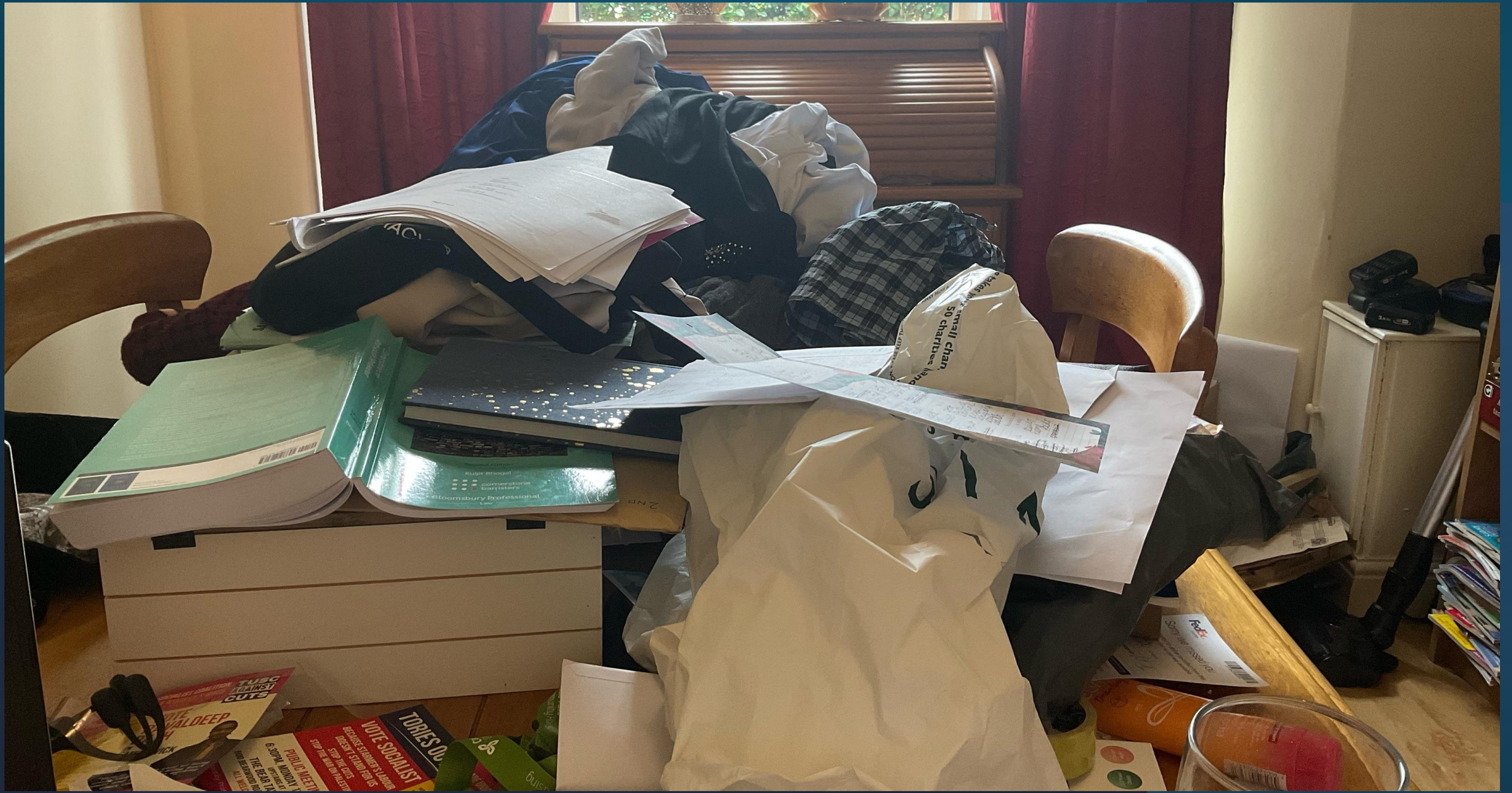
Working Memory



Time Management



Perseverance



TUSG
TALKS
GUTS

WALDEEP

NOTE SOCIALIST
STOP THE CUTS
STOP THE CUTS
STOP THE CUTS

TORIES OUT

places with small chan
50 charities land

Spring 2010

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In ASB cases:

- Diary sheets – lose them, forget to return them etc.
- Telephone calls
 - Links to RSD
 - Lack of visible cues etc
- Meetings
 - Time blindness
 - Links to executive functioning
 - Can forget appointments
 - Can underestimate time to do things (lateness)





What can we do?

- Different methods of reporting
- Different methods of communication
- Meeting reminders
- Not berating for lateness



BUT:

- Creative thinkers
- Problem solvers
- Caring and empathetic

So:

- Ask us about ideas for solving problems
- Make us part of the solution
- Co-creation of policies
- Feedback and service improvement



General thoughts:

- Arguably, things that we should be offering in all cases – a little flexibility to suit the needs of the person experiencing ASB
- Always think “why?” -
 - WHY haven’t they returned the diary sheets
 - WHY aren’t they picking up the phone
 - WHY won’t they agree to mediation
 - WHY are they making repeated reports about something that appears minor
- Don’t have to diagnose, don’t have to ask intrusive questions, just give people choice.



Thank you

- Some resources:
 - ADHD A to Z by Leanne Maskell
 - The ADHD Adults Podcast
 - ADHD UK Charity
- Janine@greenandburtonasb.co.uk
- www.greenandburtonasb.co.uk

