[MUSIC] You're listening to You've Got This, episode 381.

[MUSIC] Welcome to You've Got This, a weekly podcast for higher education professionals looking to increase their confidence and capacity for juggling the day-to-day demands of an academic life.

I'm your host, Dr.

Katie Linder.

[MUSIC] On this episode, I wanna share how I'm starting to outline the steps of a new project that I'm working on.

First, I should say that I didn't really define this as a project at first.

It kind of snuck up on me.

And I realized just this past weekend that I was taking a bunch of connected steps that basically make this a project.

So now it's helpful for me to define it that way, to put some boundaries around it, and eventually to put a timeline on it.

So what this is, is I've been thinking for a while about how best to support neurodivergent clients in my coaching practice.

In particular, I have clients with ADHD, autism, dyslexia, and other forms of neurodivergence, and it can make it harder for typical coaching tools to work for those clients that identify in that way.

And based on reading that I've already done, as well as experiences that I've had working with these clients, I've started to incorporate modifications into my own practices and also into how I talk about coaching tools in my coach training program.

When I'm training new coaches, I'm wanting to make sure they understand the difference between how these tools work for different kinds of people and that they can be modified in different directions.

But I've been starting to feel more and more like I want to officially bring this kind of information into the coach training program through creating a new class on coaching neurodivergent clients that I would add to my curriculum.

And the more I learn about neurodivergence, the better I understand why academia for many people has been kind of a haven for folks whose brains work just a little bit differently.

And I think it is so important to view aspects of neurodivergence as a strength, even while recognizing the reality of the challenges that can come with needing to have accommodations for those differences in a world that's really not necessarily built for neurodivergent people.

So I don't really have a timeline yet for this project, but here are some of the ways I started to formalize this course building in my own mind so far.

The first thing that I did was contact my accreditor for for the coach training program to find out the steps I need to add new curriculum.

And the good news is it's easier to do it than I thought.

So I have that kind of saved in an email and I know what those steps are.

I also ordered a bunch of additional books on neurodivergence that I've started to work through.

I've been collecting them as eBooks as well on my Kindle.

And I just got like, I think a dozen of them from Book Outlet.

I don't know if you're familiar with this, but it's relatively inexpensive books.

And I found a bunch there as well.

So I'm starting to work through that pile and just kind of like set aside information and maybe like chapters that are especially helpful, statistics, facts that I might wanna bring in to information that I'm sharing.

I'm also listening to a bunch of podcasts that focus on neurodivergence, which has been really helpful because it's kind of firsthand accounts of people and the kinds of experiences that they've had, which has been really helpful for me to think about kind of the range of what neurodivergence can look like and how that might impact how you might coach someone in that population.

I did have ChatGPT create personal syllabi for me on different neurodivergence topics that I want to further explore.

I talked about this in a previous episode, which I can link to in the show notes.

But ChatGPT is great for this purpose, and so I was able to pull a couple of different syllabi together.

I've also started to think through the course structure and how it might look different than other courses in my program.

So for example, one thing I'm considering is requiring participants to read a memoir by someone who identifies as neurodivergent.

A lot of the current literature, there's kind of like science literature, but there's also a bunch of memoir literature that is firsthand accounts of people in this population, which I find really, really helpful.

And so that may be something that I include.

I also signed up to take a class myself in the fall to learn more about how to better coach clients with ADHD from folks who are experts in that area.

So I found a coach training program that is very specific to working with ADHD clients, and I decided to take one of their classes.

And I've also started to just talk about the project more publicly, both here on the podcast, but also mentioning it in other spaces like the coach training program and letting people know that I'm starting to work on this.

And, um, it's been really helpful to have more open conversations, um, with people who might know resources or other things that I should be looking into.

So those are some things that I'm doing right now, but in terms of some next steps, uh, these are the things that I have kind of on my horizon that I'm starting to turn my attention to.

One is just working my way through the stack of reading I've compiled.

And I know that some of you might actually be interested in what some of this reading is.

And so I actually compiled a book list that I'm going to put onto my blog later on this week.

So you can circle back and see the books that I have on that, um, that pile.

I'm also going to add in some podcasts and then I've also found some Ted talks and things like that.

So I'm going to link all of that in kind of a neurodivergence reading list.

If you want to learn more about what I'm going to be digging into myself.

Of course, I'm going to be taking that fall course.

I'm hoping to do some reading on ADHD before I launch in, just so I have a little bit of a foundation to work from and that I can really take the material that I'm learning in the course and, um, think about it really carefully in terms of how it might be impactful for the course that I'm designing.

I'd also like to carve out some vacation time this summer to work on some of the course design elements, like beginning to draft a syllabus.

I feel like I can start to outline things like learning objectives and start to think through sequencing of topics.

And I actually already went through a lot of the topics and tools in my current coach training manual.

And there are many, many tools that are very neurodivergent friendly, um, and that are easily modifiable in that direction.

And I also want to add in a bunch of new tools to that manual as well.

So that's the other thing I need to do is start to work on the additional content that I'll need to add to the coach training manual as supplementary material for people who would take a course in this direction.

And, um, that took me a while to get the full manual together.

I have about a 300 page coach training manual that I give to everybody who comes through the program.

And so I will need to modify that, update it, and then get it reprinted.

I also want to start drafting a list of suggested resources that I'm finding that I think are really good based on my reading, the podcast listening, and other research that I do.

Of course, I do want to go deep into the primary research on some of these topics as well.

It's cited pretty well in some of the books I've read already.

But some of it I might want to go to the source and just kind of understand what the literature is saying.

You know, as somebody who comes out of higher ed and is a researcher, you know, it's just kind of an obvious thing that I might want to do.

I will say there are definitely areas I'm learning very quickly, areas of neurodivergence that do not have a deep bench of literature on them.

And that can be really challenging, I think.

I'm thinking specifically of some of the literature for women who identify as neurodivergent.

There are a lot of studies about things like autism or ADHD that are really focused on men or boys and that it can show up very differently in women.

And so it's just interesting to see kind of what the literature is saying.

And again, how that might impact the different kinds of tools and strategies I might use with clients.

One obvious step is I need to figure out a timeline for launch.

And I think I might have a better sense of that in the summer.

I feel like the earliest this could possibly happen is like January of 2025.

Um, but that feels a little aggressive, um, in terms of just the learning that I want to do in this period of time and make sure that what I'm putting together is, um, meaningful and, and really also respectful of, um, people who identify as neurodivergent and making sure that I have a really deep knowledge of this, um, before I start to incorporate it into the program.

And then of course, once I have a better sense of that timeline, I want to add more course information to the coach training website and start to let people know officially when this is going to be happening.

Um, I have done a little bit of looking around just to try to understand who is doing training in this area.

And there's not a ton.

Um, I, I found people who are doing like very niche training around things like ADHD, which is amazing.

Obviously I'm going to take advantage of that.

Um, but when I think about like coaching autistic adults and things along those lines, I'm not seeing a lot.

And so I think it's helpful for me also to just keep an eye on the landscape and understand how this might fit in.

Not just for folks who are learning to coach in the higher ed space, but people who are wanting to coach neurodivergent populations outside of the higher ed space as well, just because again, I'm not seeing a ton out there that might be helpful for people.

So as I think you all know, I do love a good side project and it's been super fun to kind of actually realize, oh yeah, this is something that as I'm doing all these different tasks as I'm starting to kind of more deeply learn about this.

This basically is packaged as a project and it's really fun to think about how I want to start pulling all of this together.

Of course, I always love to hear if you're working on any side projects.

You can always email me at hello@drkatylinder.

com.

I always love to hear from you.

Thanks for listening.

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[music] Going back to the