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Who is Neurospicey?

Autism Spectrum Disorder

Social Pragmatic Disorder

Attention Deficit and Hyperactivity Disorder

Borderline Personality Disorder

Posttraumatic Stress Disorder/CPTSD

Add: Depression/ Anxiety, Etc.

A new way of engaging neurospicey

- John Hopkins University: 30-40% population



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- John Hopkins University: 30-40% population
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- Younger generations have higher diagnosis levels
- Spectrum Disorder
- Different Levels of Support
- Everyone is different

ADHD

- Transitions
- Social interactions affected by impulse control
- Working memory impacted
- Craving novelty - Dopamine seeking
- Differences in regulating attention (hyper-focus when interested and difficulty focusing when not interested)
- Tendency to hyper-focus on a wide range of interests
- Needing movement or fidgeting/stimming in order to focus
- Ability to respond quickly in crisis situations/emergencies

ADHD

- Easily bored
- Thinking in metaphor and symbol
- Learning in a non-linear manner
- Processing speed impacted
- Different perceptions of time (two ways of going)
- Atypical social interactions
- Hyperactivity (physical, mental, or verbally)
- Emotional sensitivity
- Unique ways of learning

ADHD

- Interest-driven
- Sensory differences
- Creative thinking
- Executive function difficulties



ASD

- Stimming
- Impulse control differences
- Processing speed impacted
- Atypical social interactions
- Difference perception of time
- Emotional sensitivity
- Interest-driven
- Unique ways of learning
- Intense curiosity

ASD

- Creative thinking
- Executive function difficulties
- Sensory differences
- Needing time spent in solitude
- Preference for precision in expression
- Thinking in systems or patterns
- Highly developed morals
- Ability to notice details
- Preference for logic and fairness

ASD

- Tendency to hyperfocus on a few interests for an extended period of time
- Differences in verbal and non-verbal communication and interactions
- Difficulty identifying and naming feelings - or relating to others' feelings
- Hyper and/or hypo-awareness of sensory information
- Tendency toward concrete thinking with difficulty with abstract thinking
- Preference for direct communication
- Pattern recognition
- Soothed/stimulated through repetitive behaviors/movements, sounds, and thoughts (stims)
- Motor skills impacted

ASD



- Needing routine, order, and/or clear expectations
- Preference for interpersonal connection through interests





Neurodiversity Superpowers

How can we assist those looking
To become pastors or who are
Pastors to harness their
Superpowers?



Where are the superpowers?

- ADHD

- Enjoy hyper-focusing on new projects
- Great at metaphors and symbolic thinking - preaching and teaching
- Hyperactivity - doesn't have to be bad!
- Interest driven - help find interests
- Creative thinking
- Unique ways of learning
- Intense curiosity

- ASD

- Some of the smartest people you will meet
- Details, pattern recognition
- Rule followers/ moral compass
- Hyper-focusing for long periods
- Thinks in systems
- Logic and fairness

How do we support?

- CPM

- Don't judge and don't assume
- May not interview well - doesn't mean they are a bad candidate.
- Ords could be difficult
- Overstimulation with too many people - how are you conducting reviews?
- Need more reminders?

- COM

- Office hours? Help pastors evaluate these needs
- Focusing on projects (too many at one time)
- Support session moderators with Bob's suggestions
- Train your COM about neurodivergence (and CPM too)
- Hold workshops at Assemblies or Presbytery Learning Days
- Great neurodiversity groups
- Most of all, change the rhetoric from a problem to a superpower. There isn't something wrong. It is just a different way the brain operates.



Thank you

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Email me and I will send you the
PowerPoint.