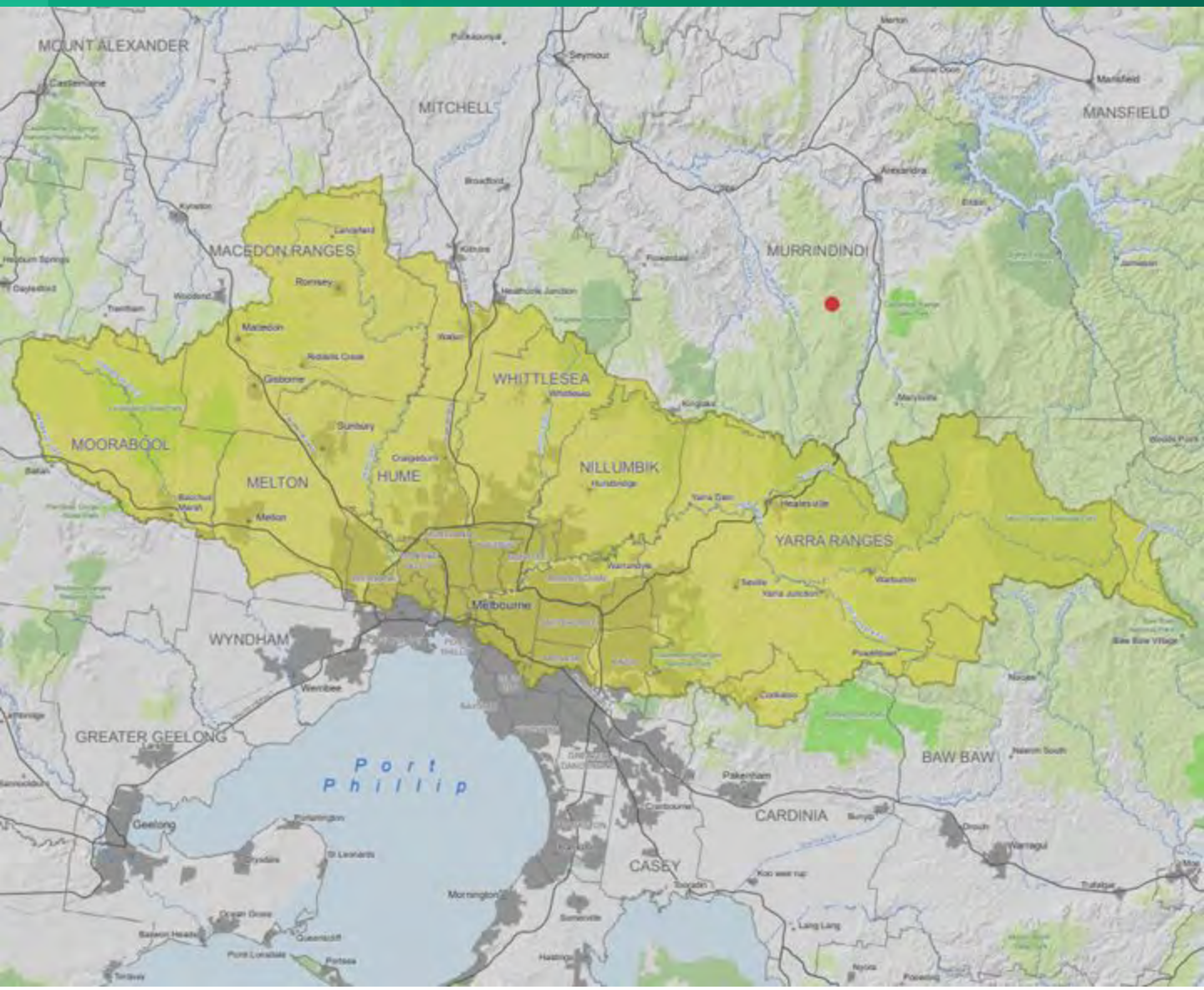
Neurodiversity & Conflict

RESOLUTION RESOURCES
ADVISORS | PRACTITIONERS | EDUCATORS

Presenter: Danielle Hutchinson

Traditional Owners



I acknowledge the Wurundjeri Woi-Wurrung people of the Kulin Nation as the Traditional custodians of the lands upon which I live and work.

I pay my respects to their Elders, past and present, and Aboriginal Elders of other communities who may be here today.

https://www.aboriginalheritagecouncil.vic.gov.au/sites/default/files/2021-07/WWWCHAC%20RAP%20Map-wv-18JUN21.pdf

Background



Education



Psychometrics



Law

NMAS

lationally Accredited Mediator
2020 to 2022

Mediation

Background



Mediator Training



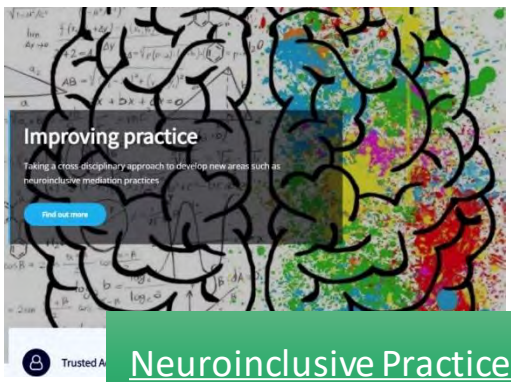
Quality Assurance Frameworks



DR Triage



International Research



Neuroinclusive Practice



NMAS Review

Neuroinclusive Practice



Education &
Psychometrics



Law &
Mediation



Research



Lived
Experience

What is Neurodiversity & Neurodivergence?

Neurodiversity

Neurodiverse

Neurodivergent

Neurodivergence

Neurotypical

Adapted from: https://neuroqueer.com/neurodiversity-terms-and-definitions/

What is Neurodiversity & Neurodivergence?

Neurodiversity

The diversity of human minds, the infinite variation in neurocognitive functioning within our species.

"Our school offers multiple learning strategies to accommodate the neurodiversity of our student body."

Adapted from: https://neuroqueer.com/neurodiversity-terms-and-definitions/

What is Neurodiversity & Neurodivergence?

Neurodiverse

One or more members of the group differ substantially from other members, in terms of their neurocognitive functioning.

It is *not* a trait that any individual possesses or can possess.

"My neurodiverse family includes three neurotypicals, 2 Autistics, and one person who's both ADHD and dyslexic."

Adapted from: https://neuroqueer.com/neurodiversity-terms-and-definitions/

What is Neurodiversity & Neurodivergence?

Neurodivergent

Sometimes abbreviated as **ND**, means having a mind that functions in ways which diverge significantly from the dominant societal standards of "normal."

Neurodivergent is not a synonym for *autistic*.

There are many ways to be neurodivergent and being autistic is only one of them.

Adapted from: https://neuroqueer.com/neurodiversity-terms-and-definitions/

What is Neurodiversity & Neurodivergence?

Neurodivergence

The state of being neurodivergent	*"Our school aims to be inclusive of students who are Autistic, dyslexic, or otherwise neurodivergent, though there are some types of neurodivergence that we're still seeking ways to accommodate."*

Adapted from: https://neuroqueer.com/neurodiversity-terms-and-definitions/

What is Neurodiversity & Neurodivergence?

Neurotypical

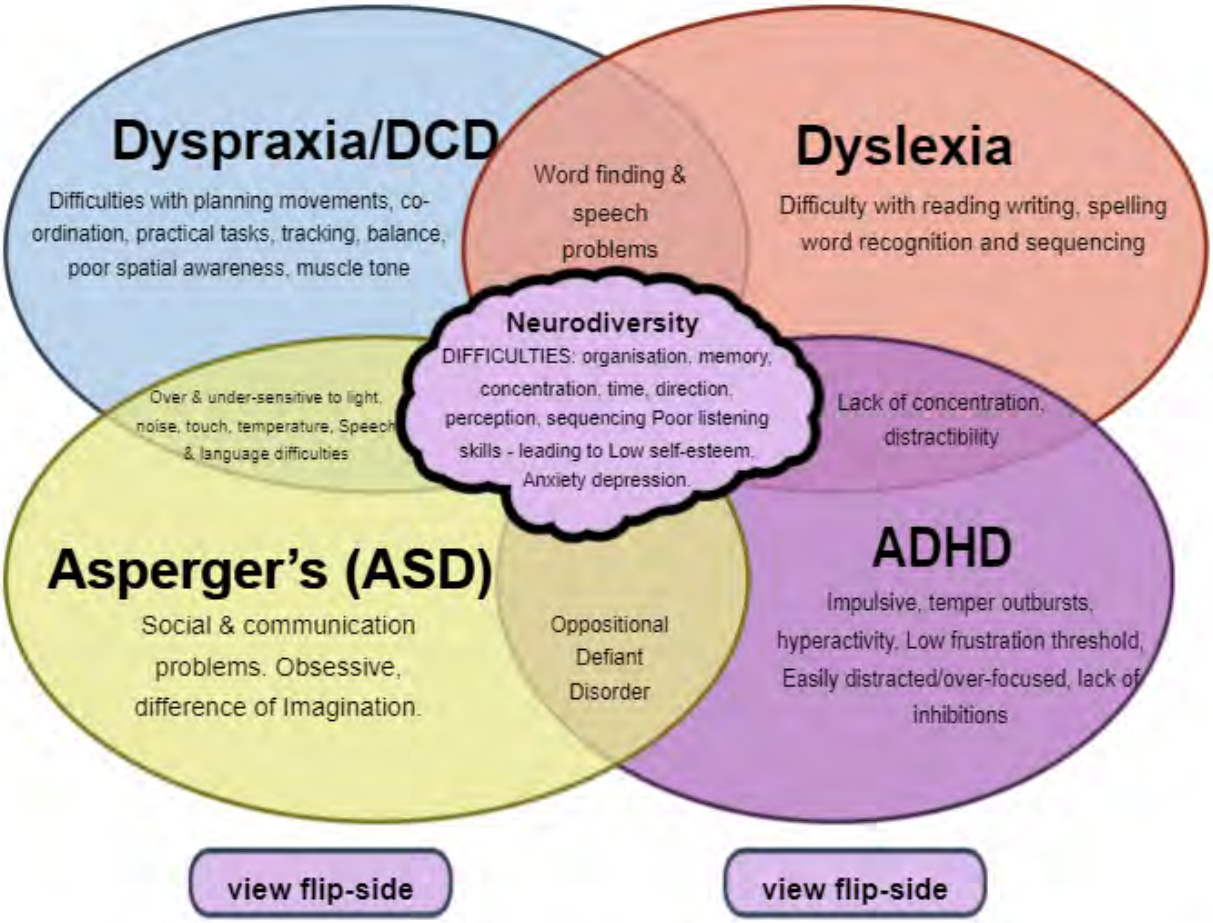
Often abbreviated as **NT**, means having a style of neurocognitive functioning that falls within the dominant societal standards of "normal."

Used as an adjective
"He's neurotypical"

Used as a noun
"He's a neurotypical".

Adapted from: https://neuroqueer.com/neurodiversity-terms-and-definitions/

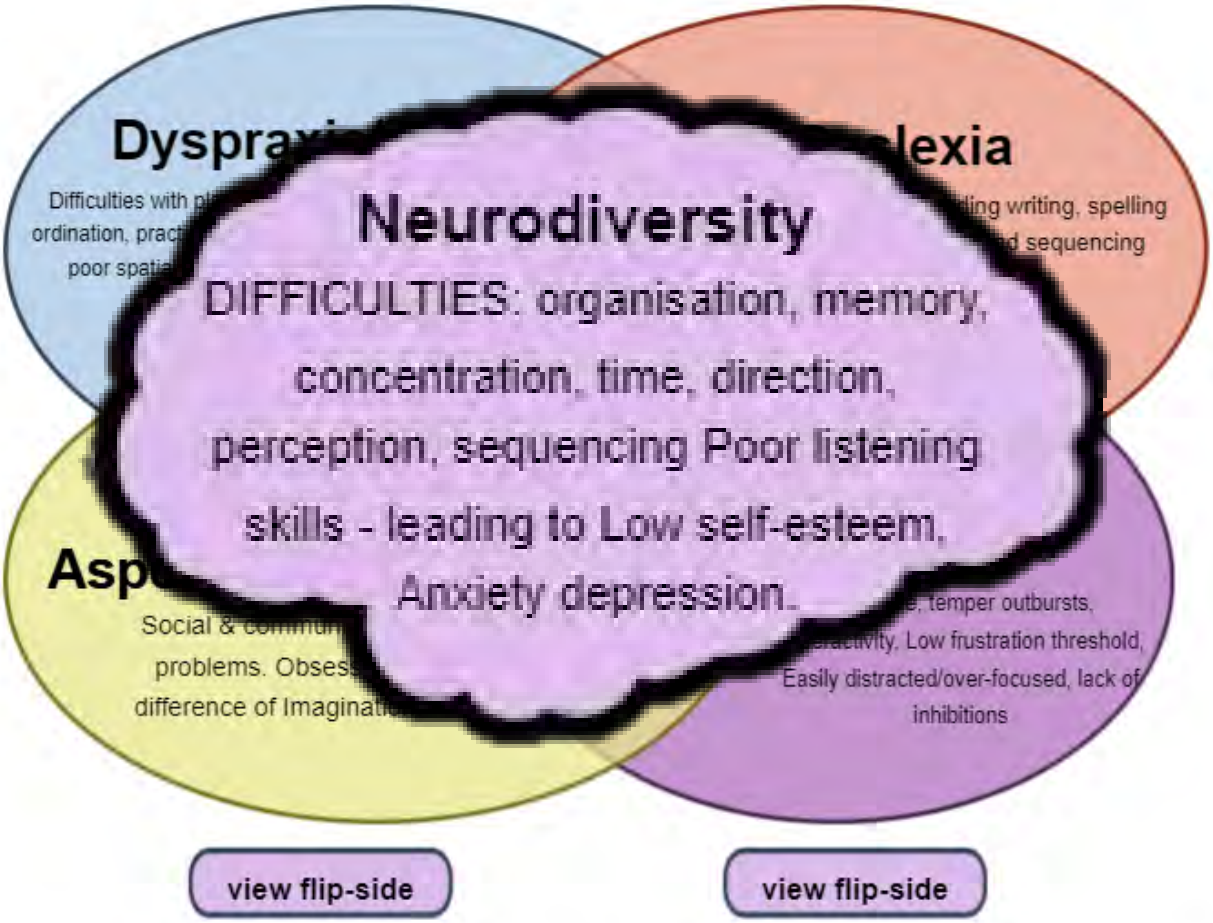
Neurodiversity



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Source: https://neuroknowhow.com/what-is-neurodiversity/

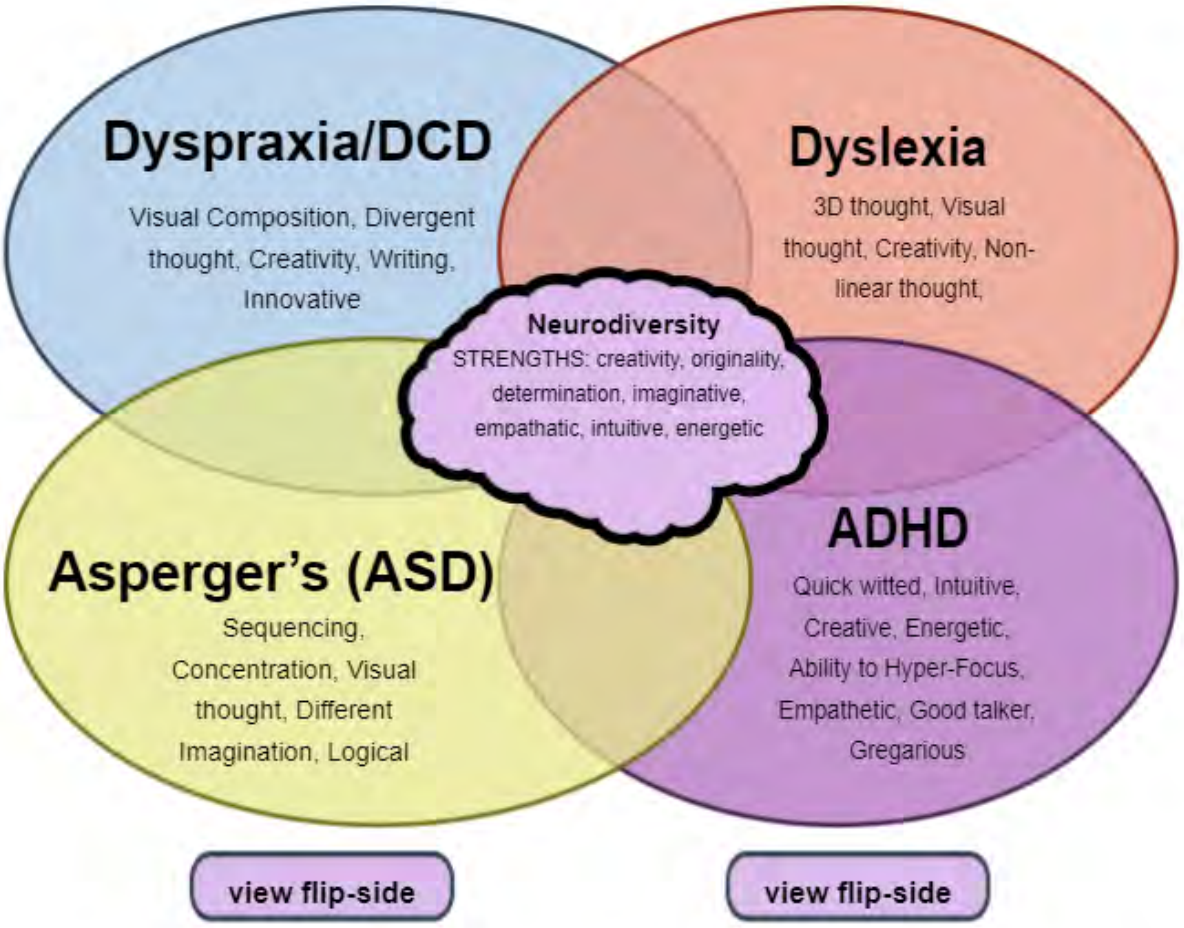
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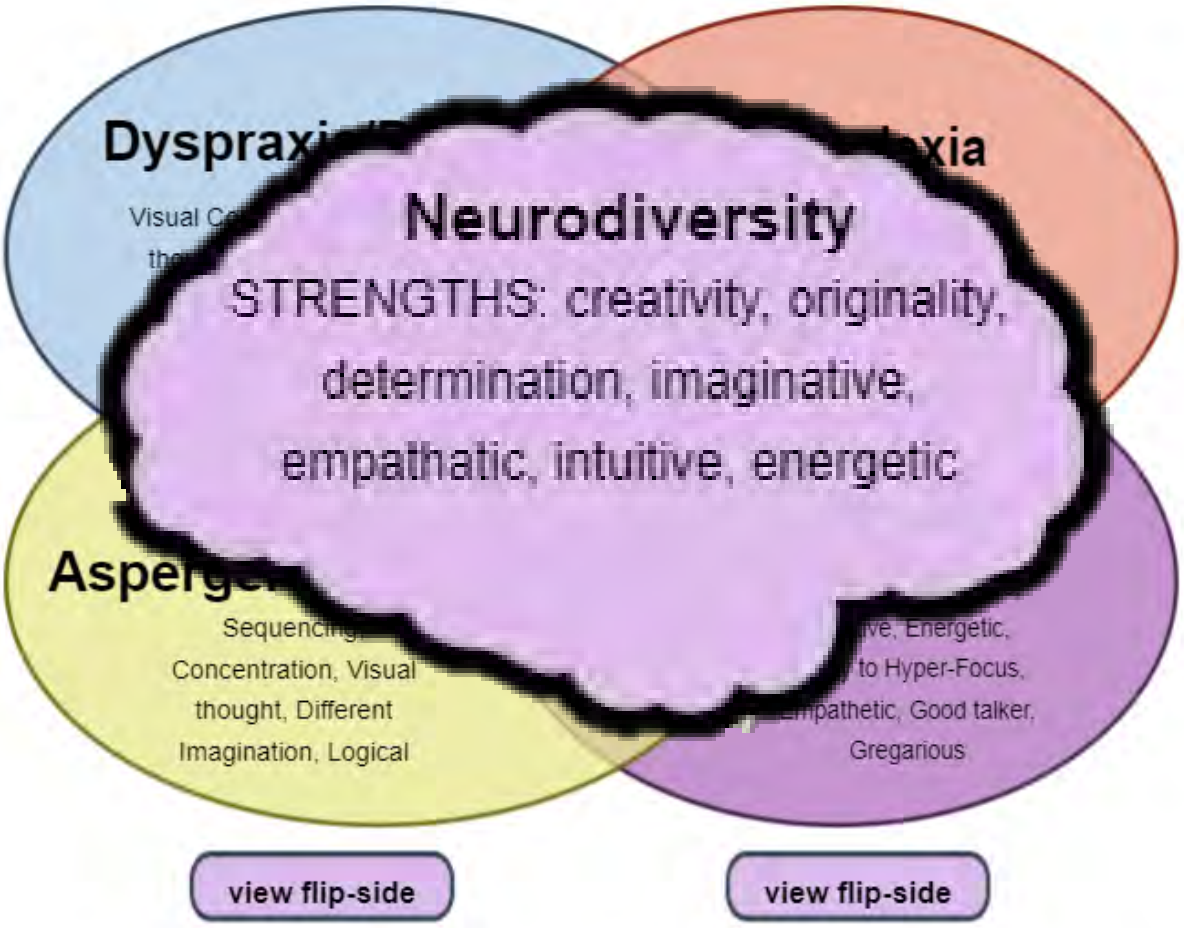
Neurodiversity



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Neurodiversity



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Source: https://neuroknowhow.com/what-is-neurodiversity/

What did we already know?



Global Pound Conference Series

- 29 locations
- 22 countries
- Parties
- Advisors
- Adjudicative Providers
- Non-Adjudicative Advisors
- Influencers

Dispute Savviness

3 Clients



Totally in hand



Muddles through



Gets in own way

Typically



What would you observe Rosemary doing, saying, making or writing?



What would you observe Nathan doing, saying, making or writing?



What would you observe Ross doing, saying, making or writing?

Try to avoid

- ***Counts/pseudo counts***
- ***Procedural steps***
- ***Ambiguous/ comparative terms***

Chat



What would you observe Rosemary doing, saying, making or writing?

Chat



What would you observe Ross doing, saying, making or writing?

Chat



What would you observe Nathan doing, saying, making or writing?

Consistent



What would you observe Rosemary doing, saying, making or writing?



What would you observe Nathan doing, saying, making or writing?



What would you observe Ross doing, saying, making or writing?

Levels of Dispute Savviness



Sees the bigger picture, maximises mutual gains where possible and has realistic expectations

Levels of Dispute Savviness



Understands the need to compromise, looks to bargain and maximise own position

Levels of Dispute Savviness



Focused on own perspective, seeks to blame the other party and is attached to a fixed position

Levels of Dispute Savviness



Sees the bigger picture, maximises mutual gains where possible and has realistic expectations



Understands the need to compromise, looks to bargain and maximise own position



Focused on own perspective, seeks to blame the other party and is attached to a fixed position

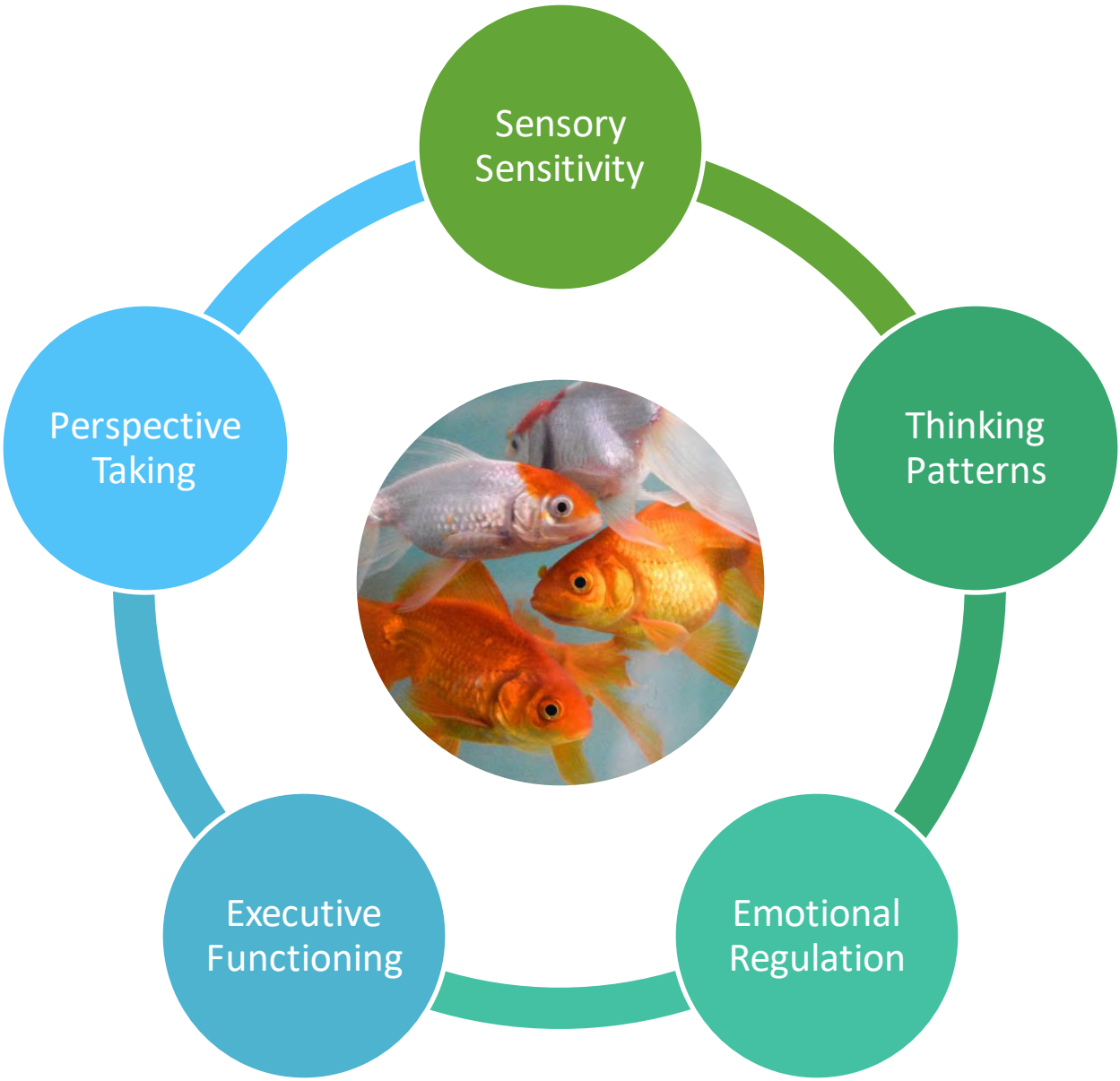
Challenging assumptions



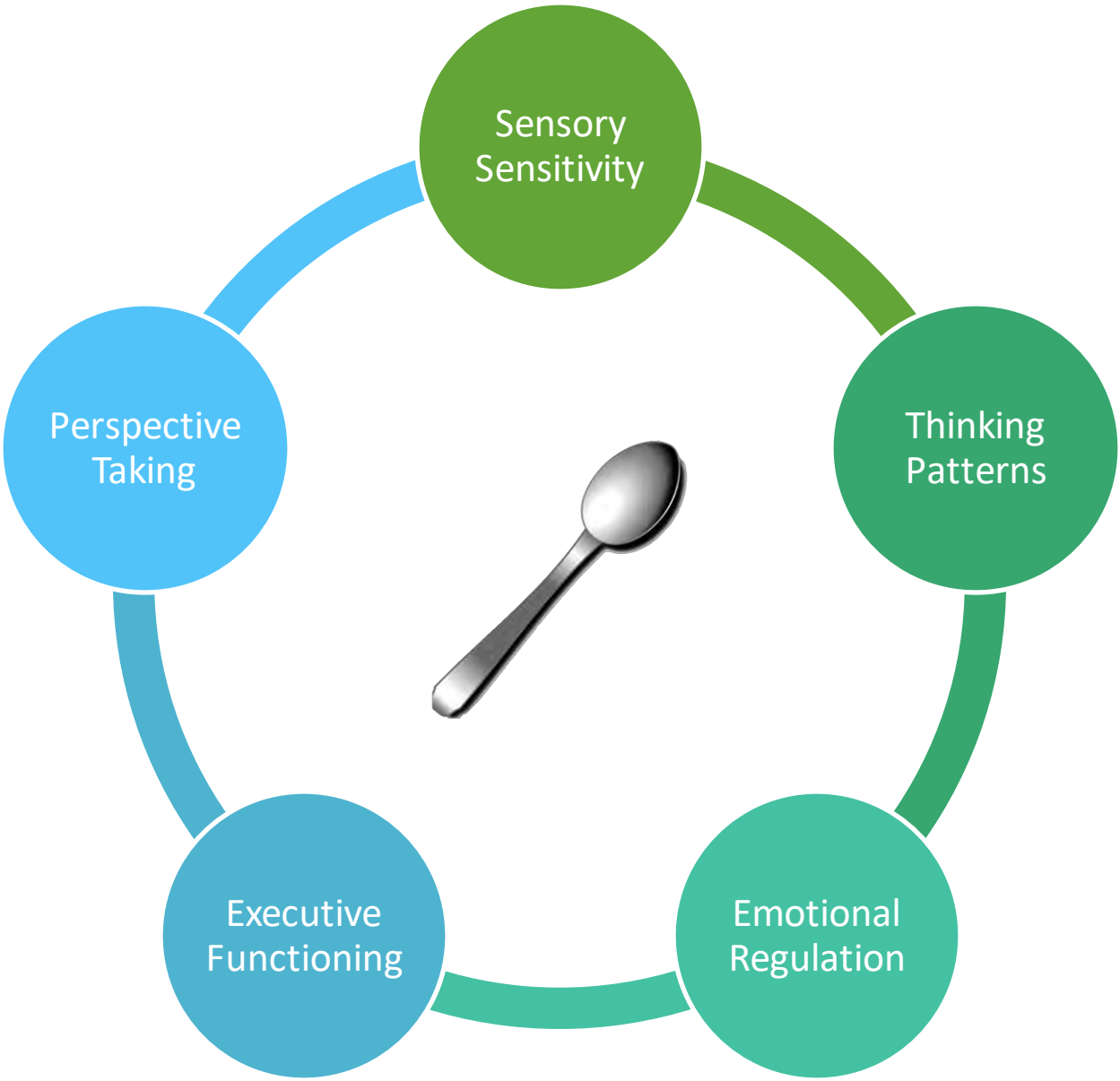
Challenging assumptions



Challenging assumptions

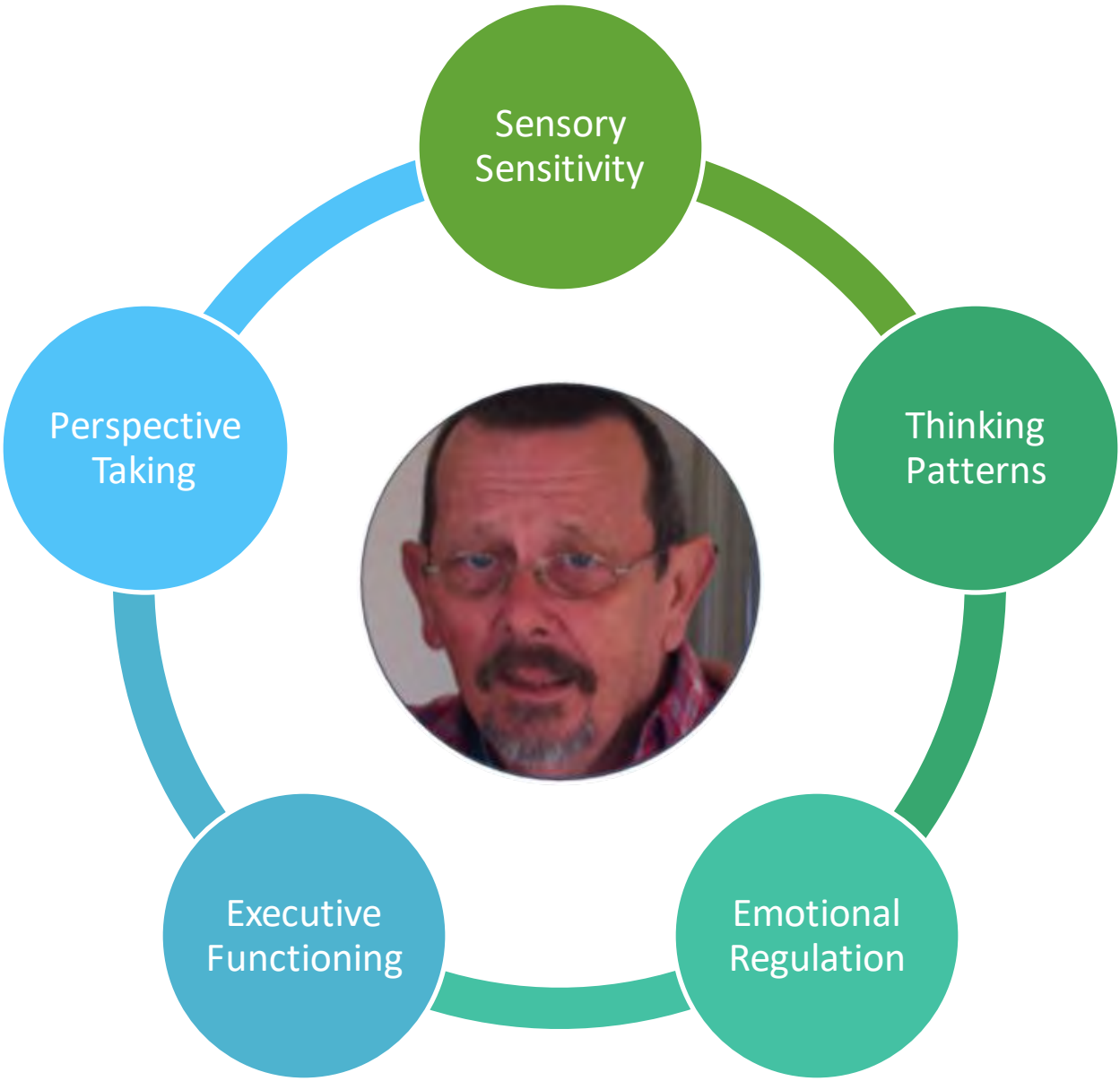


Spoons

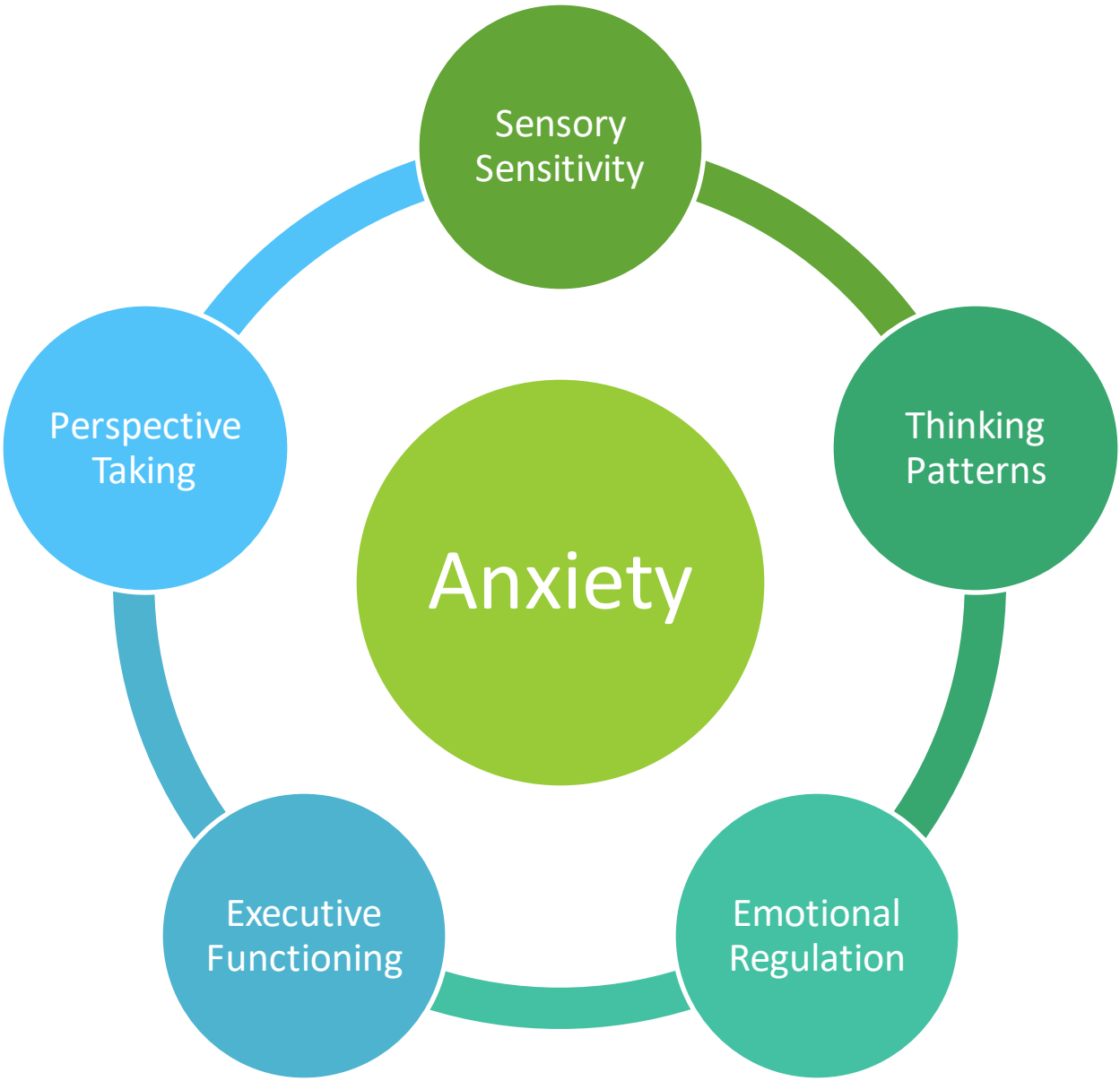


https://butyoudontlooksick.com/articles/written-by-christine/the-spoon-theory/

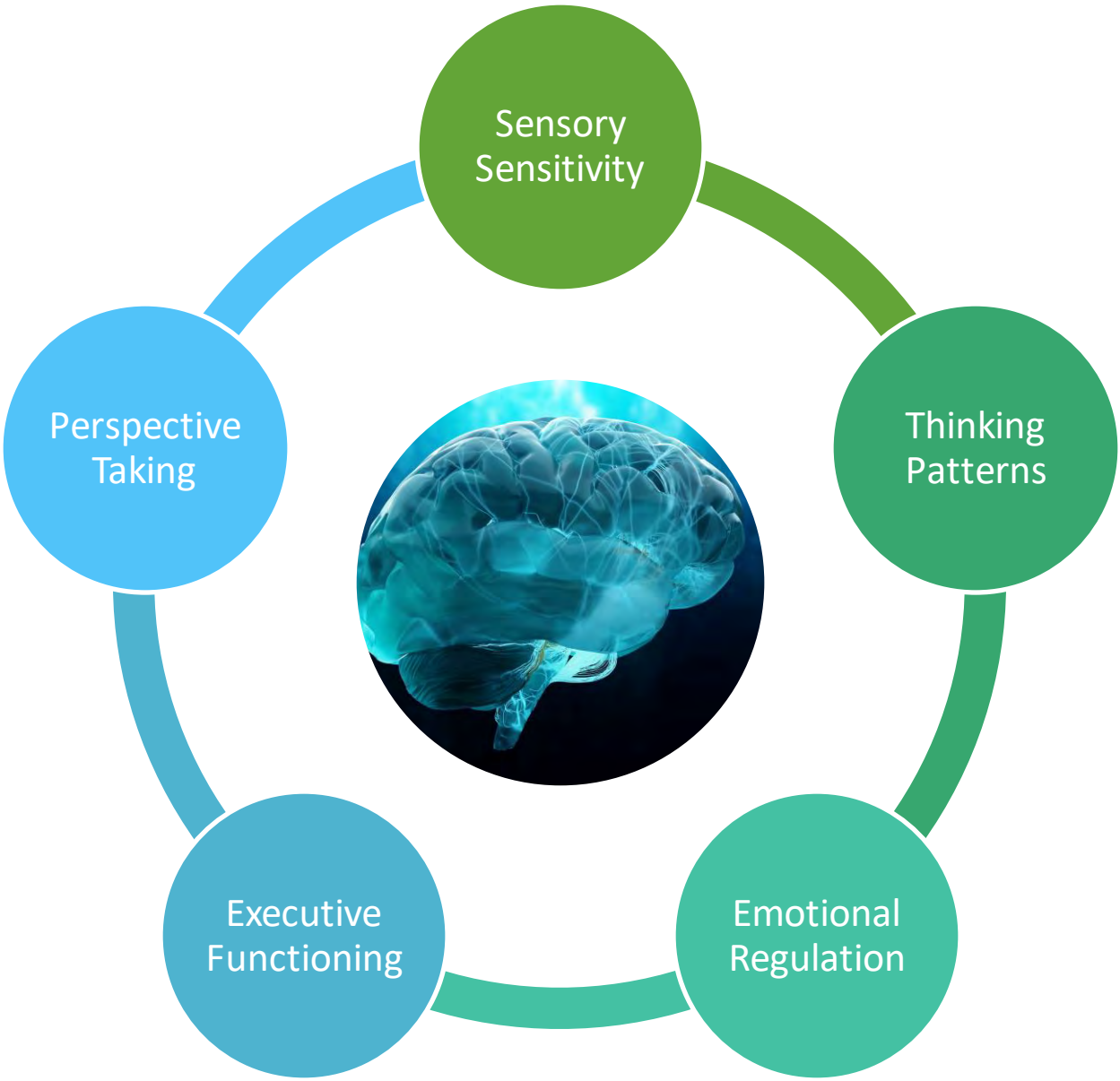
Ross


Sensory Sensitivity
Thinking Patterns
Emotional Regulation
Executive Functioning
Perspective Taking

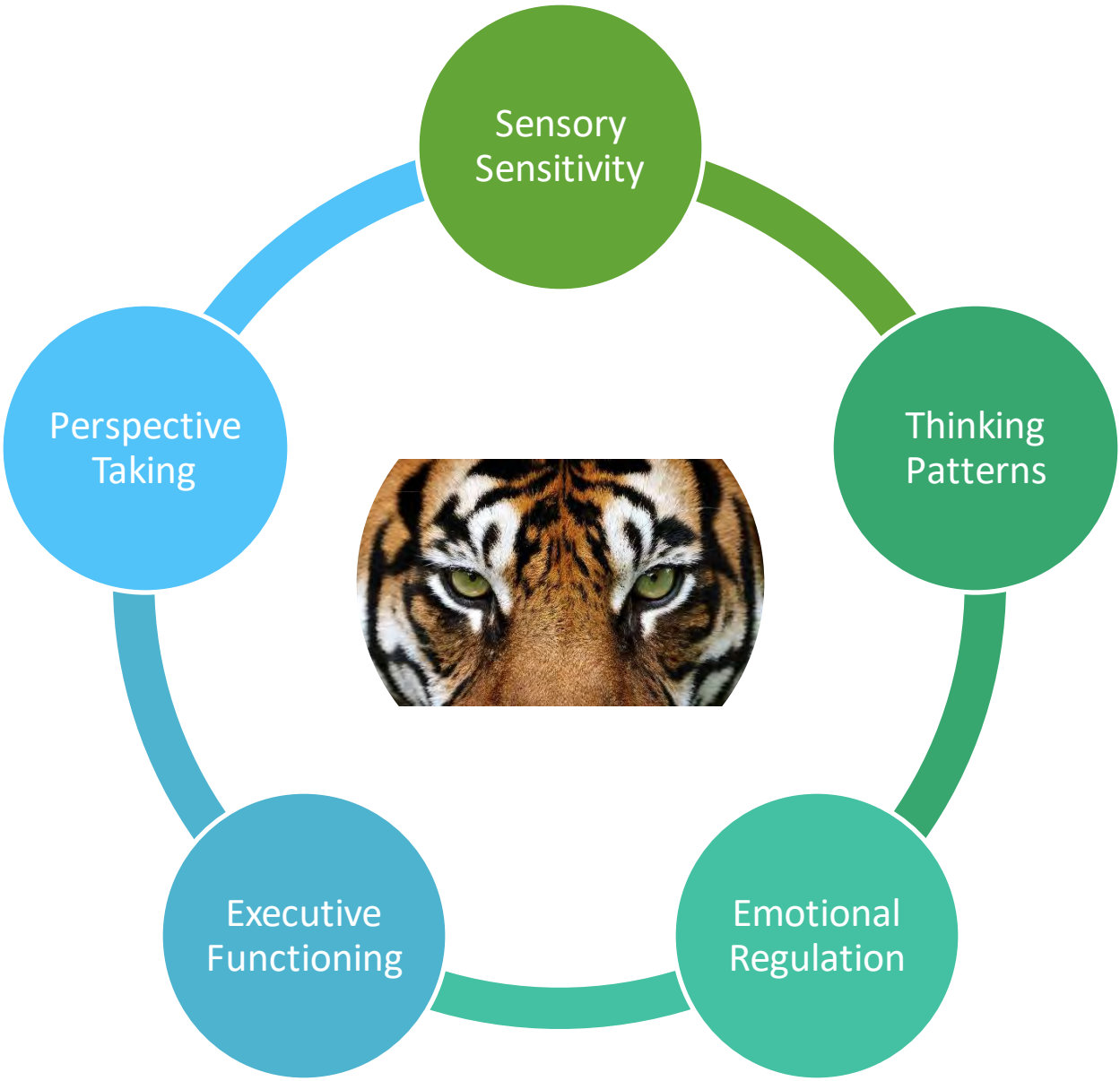
Defining Feature



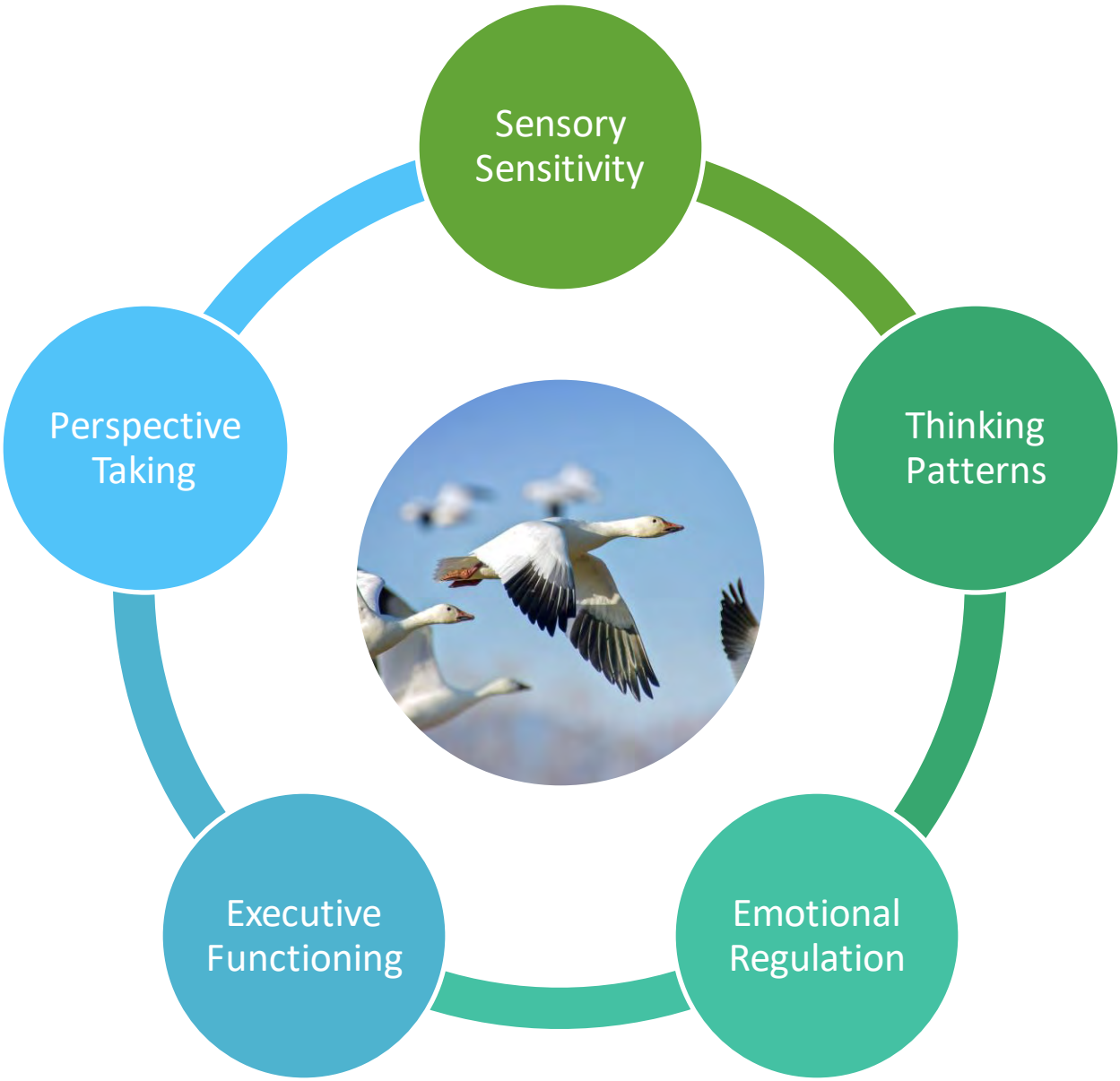
Neurological response



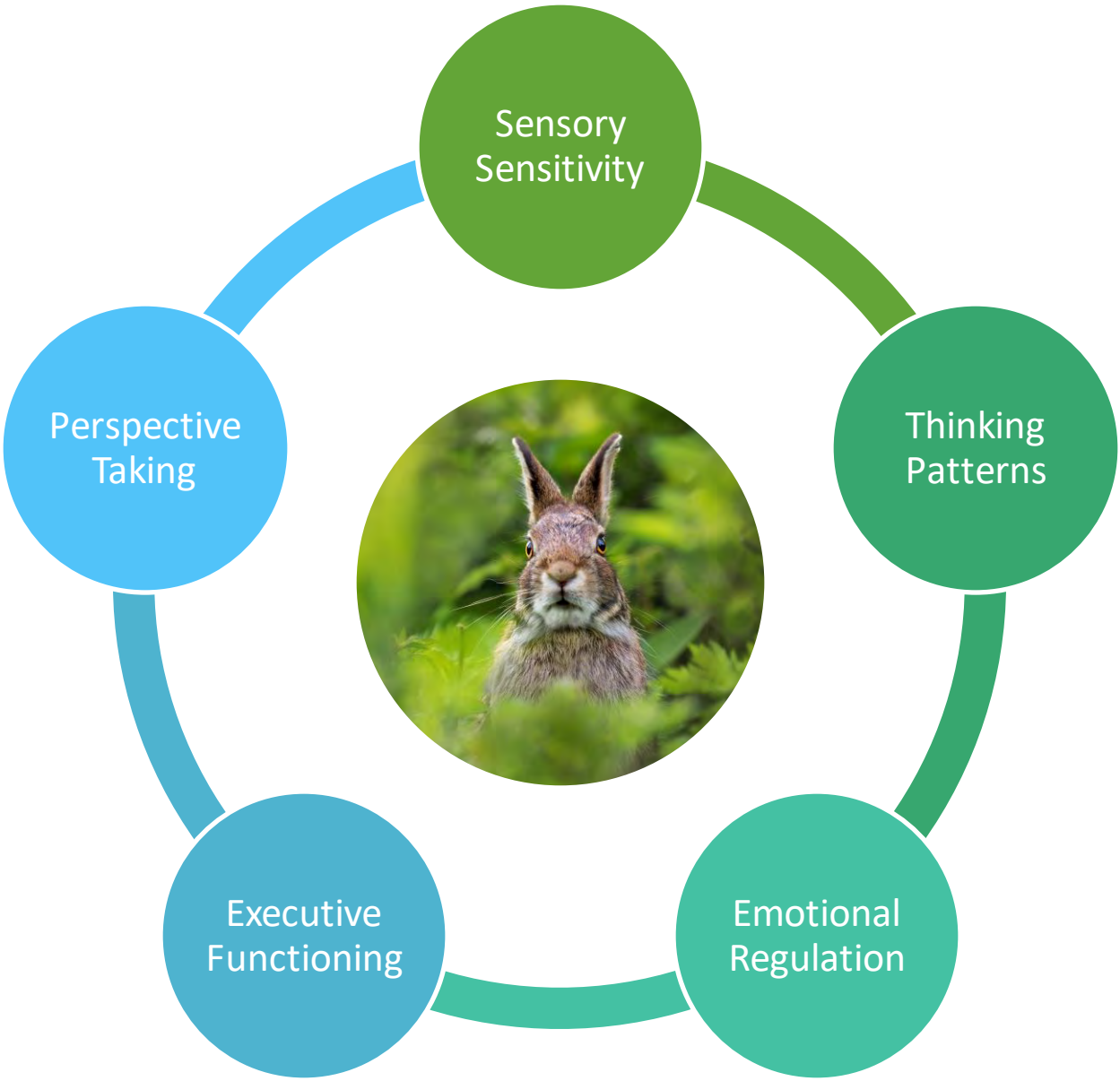
Fight


Sensory Sensitivity
Thinking Patterns
Emotional Regulation
Executive Functioning
Perspective Taking

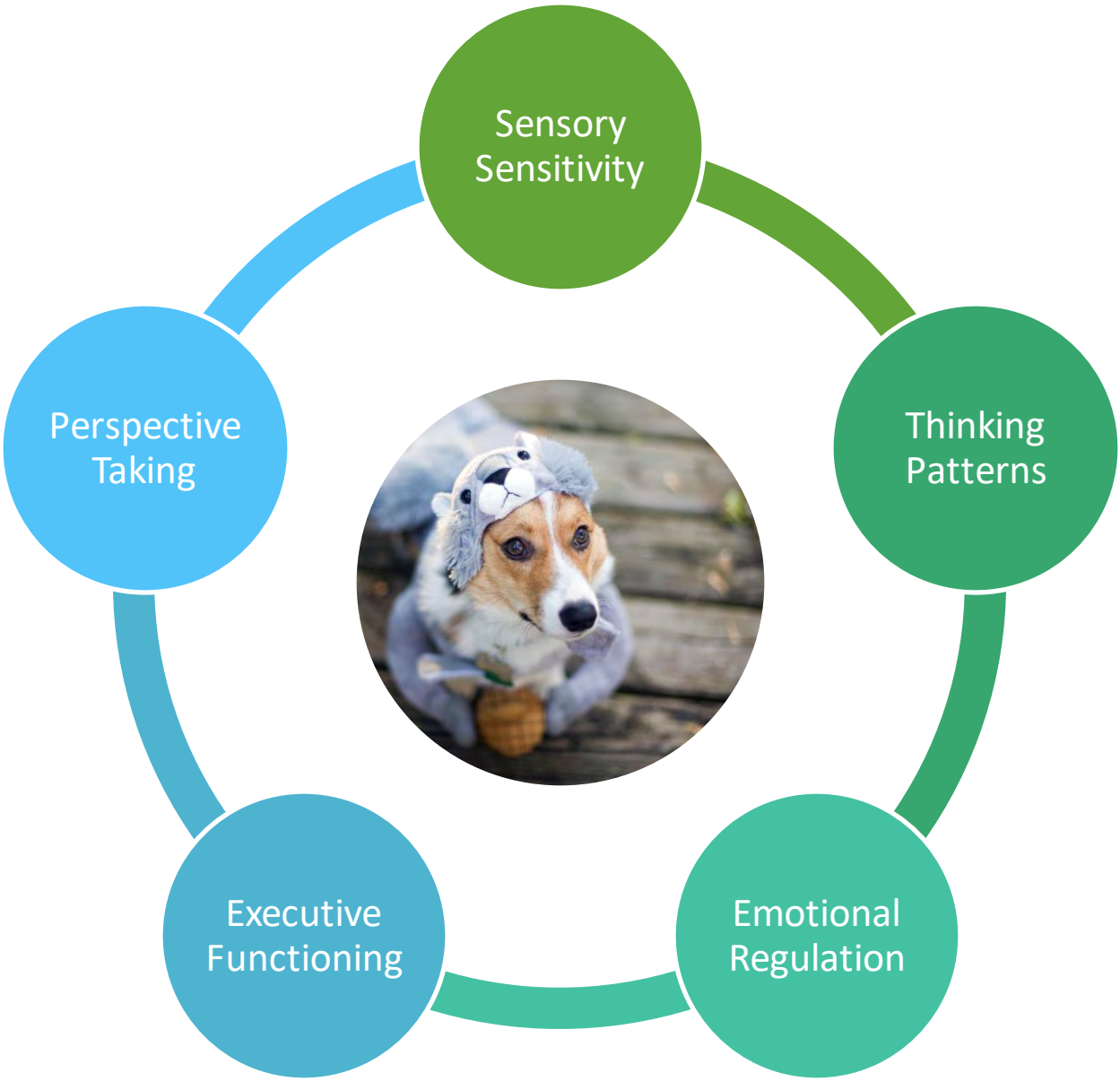
Flight


Sensory Sensitivity
Thinking Patterns
Emotional Regulation
Executive Functioning
Perspective Taking

Freeze


Sensory Sensitivity
Thinking Patterns
Emotional Regulation
Executive Functioning
Perspective Taking

Fawn


Sensory Sensitivity
Thinking Patterns
Emotional Regulation
Executive Functioning
Perspective Taking

Factors



- Sensory Sensitivity
  - Types sensitivity
    - Mode
      - Face to face
        - Modifications Environment
        - Modifications People
      - Telephone
      - Video

Alexithymia (2020). In Elizabeth Martin, Jonathan Law(Eds.) Oxford Reference, (10th ed.). Oxford University Press.

Factors

Emotional Regulation



Alexithymia

Rejection Sensitivity

An inability to express one's emotions or describe them in words, commonly accompanied by a lack of empathy for the feelings of others.

Most often seen in males, it is associated with autistic spectrum disorders and also with certain eating disorders

Alexithymia (2020). In Elizabeth Martin, Jonathan Law(Eds.) Oxford Reference, (10th ed.). Oxford University Press.

Factors

Emotional Regulation



Alexithymia

Rejection Sensitivity

Rejection sensitive dysphoria (RSD) is one manifestation of emotional dysregulation

Individuals with RSD feel “unbearable” pain as a result of perceived or actual rejection, teasing, or criticism that is not alleviated with cognitive or dialectical behavior therapy.

Adapted from: https://www.additudemag.com/rejection-sensitive-dysphoria-adhd-emotional-dysregulation/

Factors



- Rejection Sensitivity
  - Redheads
  - Common neural pathway
  - Perception and Rationality

Adapted from: https://www.additudemag.com/rejection-sensitive-dysphoria-adhd-emotional-dysregulation

Thank you



Questions

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