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About Me

Wesley Faulkner

I grew up in America, but my parents came from another

country. I have ADHD and Dyslexia, which affect how I learn and

work. I kept these things secret for a long time, until 2020 when

everything went off the rails and I decided to share my truth.

I don't speak for all neurodivergent people, though. I only know

my own story and challenges.

Pop Quiz

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Question 1

A bat and a ball together cost $1.10. The bat cost $1 more than the ball. How much does the ball cost?

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Question 1

A bat and a ball together cost $1.10. The bat cost $1 more than the ball. How much does the ball cost?

- The ball cost $0.10

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Question 1

A bat and a ball together cost $1.10. The bat cost $1 more than the ball. How much does the ball cost?

- The ball cost $0.10

- The ball cost $0.05

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Question 1

A bat and a ball together cost $1.10. The bat cost $1 more than the ball. How much does the ball cost?

- The ball cost $0.10

- The ball cost $0.05

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Question 2

How many of each animal
did Moses take on the Ark?

Question 2

How many of each animal
did Moses take on the Ark?

- Two

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Question 2

How many of each animal
did Moses take on the Ark?

- Two

- Zero

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Question 2

How many of each animal did Moses take on the Ark?

- Two

- Zero

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How do you feel?

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Terms

- Weird
- Lazy
- Space Cadet
- Dumb
- Strange

- Gifted
- Clever
- Disruptive
- Special
- Crazy

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Terms

- Neurotypical

- Neurodivergent

- Neurodiversity

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New Perspective

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New Perspective

- Words

  – Detect subtle changes and how words play against each other

- Visuals

  – A heightened awareness of composition

- Sounds

  – Having an intuitive feeling of what is a pleasant and unpleasant sound

- Relationships

  – Understanding relationships between concepts

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Workplace Adjustments

Hire

- Job descriptions

- Allow for specializations

- Flexible hours

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Include

- Give accommodations

- Clear on expectations

- Encourage experimentation

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Retain

- Objective over subjective judging

- Remove arbitrary rules

- Reward innovation

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When in Doubt

"Listen to your people!"

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Thank you

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