

Networking meeting ICC



Diversity in Coaching & Counseling

27-03-2017
Den Haag

Topics of discussion

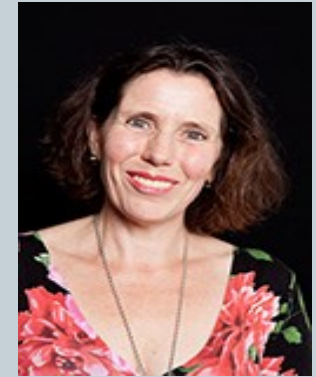


- Who are iQ Coaches?
- What is autism?
- Issues with autism
- Tips & Tricks
- Questions?

Who are iQ Coaches?



- **Herman de Neef**
- **Marjolein de Neef**
- **Marina van der Veldt**
- **Sjoerd van Essen**



iQ Coaches Vision



- Only in a state of calmness, rest and safety can one grow and create and have meaning for oneself and for others in the world
- iQ = inspired Quality for life and work

Types of autism



- **Classical autism:** repetitive and compulsive behavior, tics, intellectual disabilities, cognitive limitations
- **Asperger (SvA):** social and communication problems, verbally gifted, average to high intelligence, limited interests, (sometimes) motor skills issues
- **High functioning Autism (HfA):** verbally less talented SvA, spatial-visual talented, motor skills less limited, better empathy or better 'coping mechanisms', independent, broader interests
- **PDD NOS (*Pervasive Developmental Disorder Not Otherwise Specified*):** same social and communication problems as with any forms of autism. Not enough criteria to get a 'real' autism diagnosis

Autism is an information processing disorder



- When there is over stimulation it is sometimes shown in an incomprehensible way
- Information is processed in a different fashion
- There is no distinction with incoming information; everything comes in at once and unfiltered!

Autism as a developmental disorder



- People with autism often have an inharmonious development profile and lack of social development
- In some areas there is an accelerated cognitive development
- There are a wide spectrum of mental ages in 1 person: MAS1P

-Martine Delfos - Autisme vanuit een ontwikkelingsperspectief-

Autism theories



- **Central Coherence**
weakness & difficulty with the link of information and it's integration.
- **Theory of mind**
difficulty with putting themselves in anothers situation. How one may feel, think, say & thinking ahead.
- **Executive functions**
trouble with control & direction. Difficulty with planning, organising, and controlling thought processes. Difficulty with self-starting, procrastination.

Difference between men & women with autism

Men

- More behavioral problems
- Externalized (seen)
- Socially often seen as shy and withdrawn
- Autistic behavior is less accepted
- Fewer emotional problems
- More intense special hobby's
- Trouble with eye contact

Women

- Fewer behavioral problems
- Internalized (not seen)
- Social behavior more accepted (withdrawn, quieter)
- Can adapt behavior better
- “Claiming” behavior
- More emotional problems
- Intense normal hobby's
- Less trouble with eye contact

Characteristics of autisme



- Black – white thinking
- Rigid behavior or approach
- Feel misunderstood
- Difficulty with creating self structure
- Sometimes slower in actions, getting lost in the details
- Fear of failing, anger, depression, burn-out
- Less communicative and lack of social skills
- Often changing jobs
- Conflicts with co-workers and/or supervisors, lots of mis-communication
- The need for clear distinct structure and planning
- Questions about everything, wanting to discuss everything
- Often not satisfied with results

Talents and positive characteristics of people with autisme



- Detail oriented
- Loyal and trustworthy
- High work ethics
- Perserverance
- Analytical ability
- Able to solve complex problems
- Testing and finding mistakes

Tips & tricks



- Function from a position of safety and rest
- Research what doesn't work well and what does
- Take extra time and pay more attention when there are major changes, for a smooth transition to the new situation
- Communicate in different ways, always ask what works best
- Be clear and ask for clarity, one question at a time...
- Avoid situations where social skills are important
- Allow time to think things over or to withdraw from a situation
- Help them to take action
- Don't use sarcasm or puns

PILLAR Method



- **Present**
- **Interaction**
- **Lifecoaching**
- **Listening**
- **Action**
- **Rest**



Thank you for your attention!



Questions?