

Neurodiversity: From struggles to Solutions

Tips for leading a team

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Tip #1 Leadership style

Authoritarian "Just take the stairs. That's what everyone else does."



Permissive "Do whatever works for you"



Authoritative "I need you to get to your desk. How we can get you in safely and comfortably"



Tip #2 Don't assume

The solution here is obvious... Or is it?



Tip #3 Do challenge

Can you fill in the questionnaire please



I've just opened it! I've got some feedback... Asking someone with ADHD to sit and fill out ~120 questions is mental.

I don't know if you can broad brush say that it's mental for someone with ADHD to sit and fill out ~120 questions. But I do understand your point



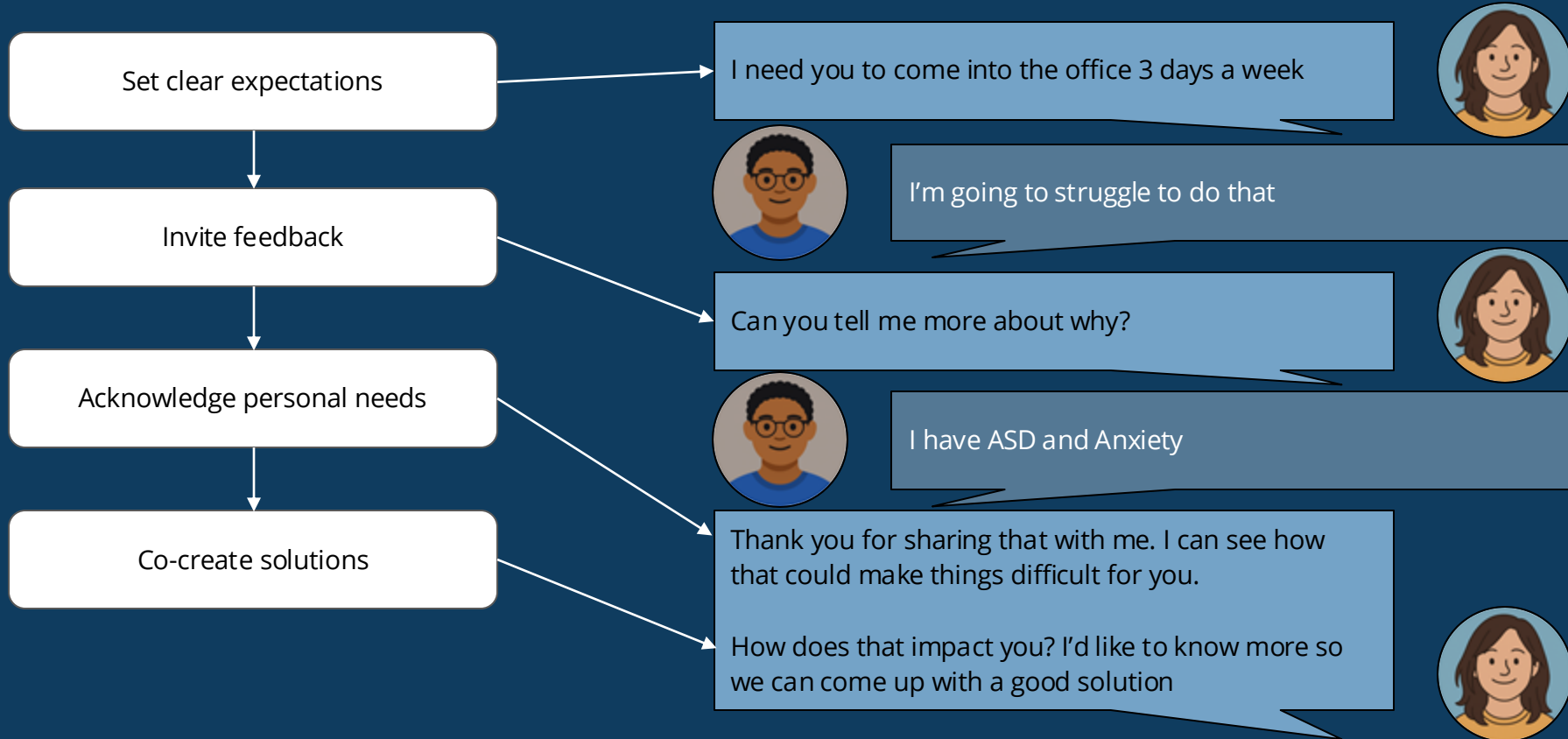
I suppose you're right, probably an individual thing

If you genuinely don't feel up to it then don't feel you need to do it, it's not critical. But I do think you and the team will miss out if you don't



It's ok! I'm working my way through it right now on my mobile

Tip #4 A pattern for approaching it



Tip #5 Be Brave

It can be scary to challenge people - particularly on something that is potentially sensitive

- Be consistent with expectations
- Be curious
- Be empathetic
- Be informed

What if I offend them?



Am I being reasonable?



Who am I to tell someone what they are capable of?



Tip #6 Problem solve like an Engineer

Idea storming / White boarding

- What is the problem?
- What parts of your job do you dread?
- Coaching questions

Small experiments

- Pick something to try for a specified time frame

Share learnings

- Follow up on how it went, inspect and adapt
- Create cheat sheets
- Share with your org



Apply software principles to inclusion:
Inspect and **adapt**

Tip #7 Ensure support For you and your team

You are not alone - Leader or Individual - find your peers

Create or join a Business Resource Group (BRG)

Capital One has several BRG, including one called **Enabled** which helps anyone who has accessibility needs come together as a group to support each other

Join existing external networks

- [The Neurodivergent Techies Discord Community](#)
- Online groups
- Local groups



Final Tip - You don't need all the answers to start a conversation

*"The elevator doesn't exist yet.
But we will build it together."*

