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# ***My In- differences***

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This document various information about my indifferences. This is about my Autism, and Dyslexia. This includes descriptions, strengths, people with these indifferences and the support needed.

By Jak Kirkland

# Introduction - Autism

In my journey as an individual with autism, I've come to understand that my mind operates on a distinctly different cognitive landscape compared to what is commonly termed "neurotypical." While most navigate life with a cognitive system well-suited for social interactions and emotional comprehension, my neurodiverse system excels in logical and visual thinking, akin to a specialised operating system optimised for specific tasks in a world primarily designed for a different mode of thinking. This divergence in cognitive processing highlights the significance of appreciating and accommodating the diversity of mental landscapes that coexist in our society.

## Specialism:

Individuals on the autism spectrum, like myself, often demonstrate a noteworthy level of specialisation in our areas of interest. This distinctive trait reflects a focused and dedicated approach to work and productivity, reminiscent of the expertise demonstrated by specialists in their respective fields. Like these experts, autistic individuals excel by channelling their skills and passions into specific domains.

Within this specialisation framework, I exhibit an exceptional ability to direct my attention, energy, and expertise toward particular fields or subjects. This focused dedication allows me to evolve into a true specialist, fully unlocking my potential and showcasing unwavering commitment to my chosen niche. The refined expertise gained through this focused approach facilitates efficiently utilising my unique talents.

Consequently, individuals on the autism spectrum, such as myself, often make noteworthy contributions to our chosen fields, providing valuable insights and advancements. I optimise my abilities and productivity within my specialised niche, ultimately enhancing my contributions to society. Through this focused and dedicated pursuit of my passions, individuals on the autism spectrum showcase their unique talents and play a pivotal role in pushing the boundaries of knowledge and innovation within our respective domains. These contributions extend beyond personal achievement, positively impacting the broader community and enriching the diversity of perspectives in various fields.

Recognising the inherent focus and specialisation found in individuals on the autism spectrum. Those within my professional and personal spheres consistently commend my intelligence and proficiency, emphasising the noteworthy nature of these abilities, especially given my age. This acknowledgement finds substantiation in references from my workplace, attesting to the rarity and advanced capabilities demonstrated in my endeavours. Despite the challenges I currently navigate in social communication and interaction, coupled with my reliance on routines, I interpret these difficulties not as shortcomings but as integral facets of my predisposition towards specialisation.

## Levels Of Autism (Simplified)

Level 1: Neurotypical individuals navigate diverse social environments effortlessly, showcasing adaptability and an intuitive understanding of social interactions.

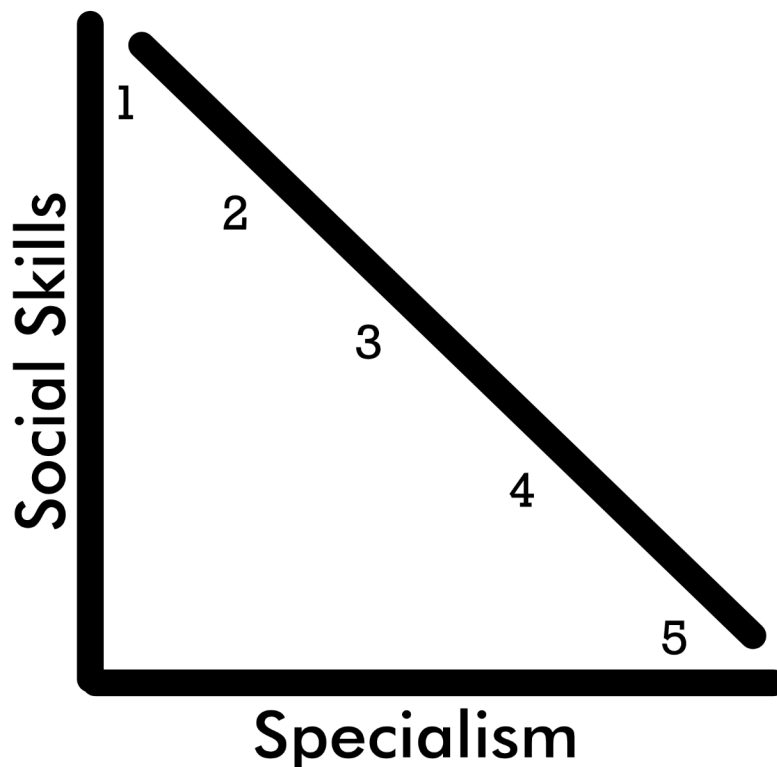
Level 2: Autistic individuals contribute unique problem-solving approaches in specialised fields, enhancing collaborative endeavours and providing a distinct perspective.

# Levels Of Autism (Simplified)

Level 3: Individuals, including myself, specialise with intense focus, investing meticulous dedication in their work, highlighting moments of low concentration and the drive for excellence.

Level 4: Autistic individuals intensify their focus within their chosen field, showcasing the trade-off between professional prowess and social ease.

Level 5: Individuals attain savant status, showcasing extraordinary abilities within their specific field and making exceptional contributions to knowledge advancement.



This visual representation illustrates a particular aspect, Social Skills, in which individuals with autism tend to Struggle. Engaging in activities beyond their specific focus challenges their cognitive processes. As their cognitive emphasis becomes more targeted, there is a corresponding underdevelopment or distinctive expression of skills, including motor coordination, sensory processing, self-stimulatory behaviours (stimming), anxiety regulation, and adherence to routine.

The term "autistic spectrum" aptly captures the vast diversity of experiences within the autism community, emphasising the unique nature of each individual on the spectrum. This diversity arises from the tendency of autistic individuals to specialise in specific areas of interest or expertise, leading to a range of cognitive emphases and challenges. The spectrum acknowledges that the manifestation of autism is highly individualised, encompassing a variety of strengths, struggles, and idiosyncrasies. As such, the term serves as a reminder that there is no one-size-fits-all description of autism, and recognising and respecting this diversity is crucial for fostering understanding, support, and inclusion for people across the spectrum.

# Common Sense

In the context of autism, the seemingly innocuous term "common sense" assumes a subjective nature intricately woven into implicit social and practical norms. The cognitive landscape, marked by neurodivergence, introduces a distinctive perspective, wherein what is commonly perceived as common sense by neurotypicals may not be readily apparent to those on the autism spectrum.

Within autism, cognitive processes diverge, crafting a unique lens through which individuals interpret and engage with their surroundings. The term "common sense" relies significantly on an assumed shared understanding of societal expectations and norms, elements that may not align seamlessly with the nuanced perspectives of individuals with autism. What appears self-evident or instinctive to neurotypicals may lack the same level of clarity for those on the autism spectrum, emphasising the divergence in cognitive processing styles.

This perceptual difference underscores the imperative of recognising and respecting cognitive diversity. As individuals navigate a world predominantly tailored to neurotypical experiences, the variation in understanding common sense serves as a poignant reminder of the necessity for heightened awareness and acceptance of neurodiversity. Acknowledging the distinct ways individuals with autism process information and interpret societal cues, a more inclusive and empathetic discourse is cultivated.

In the dynamic interplay of communication, the divergence in cognitive processing styles within the autism spectrum introduces a layer of complexity that extends beyond the interpretation of "common sense." The intricacies of neurodivergent cognition can lead to situations where specific phrases and expressions may not be interpreted as intended. This potential for misinterpretation arises from the unique way individuals with autism process information and navigate social nuances. Phrases that rely on implicit understanding, such as idioms or colloquialisms, may be particularly susceptible to misconstrual. The nuanced interplay between language and social context, which neurotypicals often take for granted, can pose a significant challenge for individuals on the autism spectrum. Recognising these challenges emphasises the importance of fostering clearer, more explicit communication to bridge the gap between neurotypical expectations and the distinct cognitive processing styles of those with autism.

## My Specialism:

In the intricate realm of systems, my expertise thrives in constructing, reverse engineering, and analysing complex structures. While my peers navigate various landscapes, my focus extends beyond conventional understanding. I specialise in comprehending the underlying systems that drive advancements in diverse fields.

Within the domain of analytics, my efforts transcend surface-level system deciphering. I delve deeply into the intricate tapestry of systemic interactions, extracting meaningful insights that serve as the bedrock for informed decision-making. This commitment hones my analytical acumen and positions me as a guide through the intricate systems underpinning various landscapes.

# My Specialism:

Systems form the cornerstone of my intellectual pursuits. Whether unravelling the intricacies of elaborate structures or discerning the delicate balance among their components, I aim to cultivate a profound understanding of how systems function. This knowledge empowers me to deconstruct problems at their core, identify inefficiencies, and optimise processes for peak performance, fostering a harmonious synergy between analytics and systems thinking.

The allure of reverse engineering propels me into the inner workings of various systems. I refine my problem-solving skills through systematic deconstruction and reconstruction and cultivate a comprehensive understanding of the components at play. This unique skill set sets me apart and equips me with unparalleled insights, enabling me to innovate and contribute meaningfully to the ever-evolving landscape of systems.

# Battery:

Living within the spectrum of autism evokes a sensation akin to possessing an invisible energy source that governs my daily interactions. It constitutes an intangible yet undeniable force shaping my approach to navigating the world.

Sensory inputs play a pivotal role in this dynamic. Radiant lights, sudden noises, or specific textures are triggers that drain my energy. When exposed to an excess of sensory stimuli simultaneously, it feels as though my energy reserve is swiftly depleting. Consequently, I find solace in moments of solitude or within quiet spaces, seeking to recharge and restore my equilibrium.

The impact of social situations on my energy levels is equally noteworthy. Straightforward and predictable interactions sustain my energy at a stable level. Conversely, when faced with intricate or unpredictable social scenarios, my energy is expended more rapidly. Navigating the nuances of social cues and expectations demands a substantial effort, influencing the flow of my energy levels.

The maintenance of routine emerges as a critical factor in energy conservation. Anticipating what lies ahead enables me to preserve my energy. Nevertheless, any unforeseen alterations or disruptions can feel like a sudden drain on my energy source. Adaptation requires time, and even seemingly minor tasks can become mentally and emotionally taxing during such periods.

A notable observation is the variability in my energy levels upon waking. Some days commence with a discernibly lower energy reserve, intensifying the challenges of daily life from the outset. Managing my energy becomes imperative on such days, necessitating a reasonable approach and moments of respite. It feels like I am operating on a diminished reserve, rendering even seemingly trivial matters potentially overwhelming.

# Emotional Landscape:

My emotional spectrum is confined to four primary hues: Happy, Sad, Angry, and Neutral. This limitation isn't a deliberate choice but a consequence of my neurodivergent journey.



# Emotional Landscape:

Navigating the intricate labyrinth of emotions poses a distinct set of challenges, as the nuanced shades colouring others' emotional experiences often elude me. Expressing and articulating my feelings require a meticulous dance of self-reflection and interpretation. Despite the demanding nature of this process, it instils in me a sense of resilience and self-reliance. I decipher subtle cues and signals that others might take for granted, honing my ability to connect with those around me on a profound level.

Without a broad emotional spectrum, I seek solace in self-teaching. My journey involves decoding the intricate language of my mind—a task demanding patience and introspection. This process allows me to expand my emotional vocabulary, filling in the gaps left by the limitations imposed by autism. Through self-discovery and exploration, I unearth the nuances within my dynamic landscape, broadening my scope of self-expression.

In addition to these challenges, my heightened connection to the emotions of others, often referred to as emotional empathy, adds another layer to my experience. It's like having a heightened sensitivity to the emotional states of those around me. However, it's important to note that while I can understand and connect with these emotions, the way I experience them within myself may be different, influenced by the unique contours of my emotional palette. broadening my scope of self-expression.

Consequently, the emotional detachment in my demeanour, shaped by my neurodivergence and the constraints of my emotions, has become a valuable asset in various aspects of my life. Maintaining a composed and rational approach makes me better equipped to handle challenging situations and conflicts without letting my emotions cloud my judgment. This emotional neutrality also facilitates effective communication, preventing personal feelings from interfering with the clarity and coherence of my messages. In my professional endeavours, this emotional objectivity is a significant advantage, enabling me to analyse complex problems objectively and devise innovative solutions that remain uninfluenced by sentiment.

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Furthermore, this approach fosters a sense of reliability and consistency. People can count on me to approach matters with fairness and impartiality. This consistent emotional neutrality allows me to navigate life's complexities with a level-headed and dependable perspective, ultimately leading to well-informed decisions and a harmonious professional and personal environment.

# Equality:

As an individual on the autism spectrum, I currently find myself leaning away from class systems and the associated indifference. It's not that I inherently oppose structure or organisation; instead, the rigid hierarchies and social expectations often accompany class systems that prove challenging for me to navigate.

I am sensitive to injustice and strongly believe in fairness and equality. Observing people being treated differently based on arbitrary factors strikes a chord with me, challenging the principles of justice I hold dear.

Moreover, I place great value on authenticity and genuine connections. Class systems encourage superficial interactions and, at times, even artificial relationships. I am inclined towards interactions built on mutual understanding and respect rather than being dictated by social hierarchies.

Social conventions can be perplexing, and I may only sometimes comprehend or adhere to them as expected. Environments with less emphasis on class distinctions make it easier for me to engage and communicate effectively. I appreciate settings that acknowledge and celebrate individual strengths and talents rather than relying on predefined social structures.

My struggle with the subtleties of communication and social cues makes traditional class systems feel like an additional layer of complexity to decipher. I thrive in environments where expectations are clear, and people are treated with respect, irrespective of their social standing.

# Strengths:

The strengths inherent in my experience with autism constitute a unique and impactful cognitive framework, enriching various facets of my life. At its core, my extraordinary information processing capabilities endow me with a formidable ability to swiftly and precisely analyse data, forming a cornerstone for effective problem-solving across diverse contexts. This innate talent is a valuable asset within the broader systems of personal and professional challenges, fostering adaptability and resilience.

Logical thinking, another pronounced strength, provides me with a systematic approach to analytical scenarios. This proficiency is a guiding force, contributing to developing pragmatic solutions within various systemic structures. My logical thinking skills consistently elevate the quality of my decision-making processes, leaving a lasting impact on successful problem resolution.

The art of hyper-focus emerges as a driving force within knowledge acquisition and expertise development systems. I often intensely concentrate on tasks, ensuring a comprehensive understanding transcending the superficial. This ability to delve deeply into subjects becomes a cornerstone for achieving excellence within broader systemic structures.

Heightened pattern recognition, a cognitive asset bestowed by autism, assumes a pivotal role in the more extensive problem-solving system. This unique skill facilitates a holistic understanding of diverse domains, empowering me to make informed decisions and extract meaningful insights from complex data. Within the broader context of systemic processes, my ability to discern intricate patterns becomes valuable for navigating and optimising various systems.

# Strengths:

Exceptional attention to detail, a standard strength in autistic individuals, becomes indispensable in professional systems. My innate focus on finer points ensures a thorough and meticulous approach to tasks, contributing to producing high-quality work and minimising errors within systemic processes. Whether proofreading documents, conducting research, or organising intricate projects, my commitment to precision becomes integral to the larger systems I navigate.

Memory retrieval, another notable strength, seamlessly integrates with various systems, offering me a unique ability to recall specific information with remarkable clarity. This cognitive advantage becomes particularly advantageous in professional environments where historical data is pertinent, enhancing my effectiveness in navigating complex systems.

The distinctive form of creativity and unique perspective of my autism experience have driven innovation within systemic structures. This cognitive process, leading to innovative problem-solving approaches, injects fresh ideas and novel solutions into various systems. My ability to see connections and possibilities others may overlook becomes a catalyst for enhancing innovation within the broader systems I engage with.

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Finally, As an autistic person, having heightened senses can have many advantages in different aspects of life. I can perceive the world more intensely and vividly, noticing details and nuances others might miss. I can also use my sensory skills to detect potential dangers, spot errors, or create original works. Having heightened senses can be a source of strength, pleasure, and creativity for me.

# Representation:

Examining portrayals in media and real-life instances, it becomes apparent that individuals on the autism spectrum often emerge as specialists in their chosen fields. The film "The Accountant" vividly illustrates this phenomenon with Ben Affleck's character, Christian Wolff. His exceptional skills in mathematics and problem-solving are intricately linked to his autism. Christian's role as a forensic accountant for criminal organisations underscores how neurodivergent traits, such as meticulous attention to detail and pattern recognition, render him indispensable in a specialised field. This challenges stereotypes, emphasising how his autism is a crucial factor in his technical abilities, shedding light on the immense potential of neurodivergent individuals to excel in specific professions.



# Representation:

In the "Star Trek" universe, Leonard Nimoy's portrayal of Spock provides another compelling example. Although not explicitly labelled as such in the narrative, Spock's logical reasoning, precise communication, and occasional difficulty with social cues align with behavioural patterns often associated with autism. His internal struggle to reconcile Vulcan logic with human emotion mirrors challenges faced by neurodivergent individuals. This portrayal contributes to a deeper exploration and heightened empathy for neurodivergent experiences, highlighting the potential for specialisation within the "Star Trek" universe and contributing to broader societal discourse on neurodiversity.

In literature, Mark Haddon's "The Curious Incident of the Dog in the Night-Time" shows how neurodivergent thinking leads to specialisation. The protagonist, Christopher Boone, exemplifies the expertise that can emerge from neurodivergent perspectives. His exceptional mathematical abilities and logical reasoning, associated with autism, play a pivotal role in solving a mystery. The novel challenges stereotypes by focusing on Christopher's capabilities, encouraging readers to recognise the valuable contributions of neurodivergent individuals and reshaping perceptions of expertise.

Elon Musk stands out as a notable example of technology and innovation. While not publicly identifying as autistic, my ongoing research indicates that his cognitive strengths align with traits commonly associated with autism. Musk's visionary thinking leads to groundbreaking changes in the transportation and space exploration sectors, showcasing exceptional strategic planning and problem-solving talents. His neurodivergent approach enables him to focus intensely on complex technological challenges, illustrating the transformative potential of deliberately applying cognitive strengths.

Satoshi Tajiri, the creative force behind the Pokémon franchise, provides evidence of how neurodivergent thinking contributes to specialisation in creativity and innovation. Tajiri's deep passion for collecting and ability to delve into intricate details, shaped by his neurodivergent approach to creativity, form the foundation of one of history's most successful entertainment phenomena. The Pokémon franchise's remarkable commercial success is a testament to the transformative power of embracing unique cognitive strengths in creating enduring cultural phenomena.

Tom Stoltman's autism gives him a distinctive perspective and a competitive advantage in strength sports. He possesses an extraordinary ability to memorise and analyse various events, techniques, and strategies. His high concentration and determination empower him to surpass his limits and conquer pain or fatigue. Stoltman is in a constant state of learning and skill enhancement, actively seeking fresh challenges and opportunities for personal growth. Unafraid to experiment and embrace novelty, he willingly tackles tasks like lifting stones, logs, cars, or even planes. His perpetual quest is to optimise performance and attain his full potential. Stoltman views his autism not as a disability but as a superpower, positioning him as a specialist and a leader in his field.

# Introduction - Dyslexia:

In my daily experiences as an individual with dyslexia, I find myself navigating a world seemingly designed for linear thinkers with a cognitive landscape different from my own. It's akin to possessing a specialised 3D processor in a predominantly 2D processor environment. This unique perspective allows me to visualise complex systems effortlessly, approach technological challenges from multiple angles, and manipulate abstract ideas within my mind. While society often values conventional linguistic and textual processing, my dyslexic viewpoint becomes a valuable asset, adding a layer of richness to my understanding of the world. Embracing the diversity of cognitive processes in our society becomes paramount, highlighting the significance of accommodating and appreciating how individuals like myself engage with and interpret the world.

## Indifferent thinking:

Living with dyslexia profoundly shapes my perspective, providing me with a unique and valuable lens through which I approach the world. Instead of anchoring to the present moment, my mind instinctively leans toward envisioning potential futures. This distinct trait permeates various aspects of my life; for instance, when I engage with a story, my interest lies more in predicting its conclusion than in the unfolding plot. While this forward-thinking tendency can present challenges in tasks requiring step-by-step processing, it emerges as an unexplored strength in problem-solving.

In the intricate landscape of language and symbols, my mind functions as a storyteller, effortlessly weaving narratives that extend far beyond the immediate context. When faced with a complex problem, I naturally gravitate towards exploring diverse solutions and potential outcomes, constructing a mental tapestry of conceivable scenarios. This inherent ability is advantageous in creative endeavours, where thinking beyond conventional boundaries is paramount.

However, this distinctive thinking style, rooted in my dyslexia, brings its set of complexities. The inclination to anticipate and think ahead often places me a step or two ahead of others. While this can be an asset, offering me preparedness and foresight, it can also present challenges. The world frequently operates on a linear trajectory, and my tendency to jump ahead can be misunderstood or create friction, especially in situations that demand a more step-by-step approach.

Despite the potential hurdles, the capacity to envision alternative paths and outcomes remains a unique asset. In daily scenarios, this thinking style equips me to be anticipatory and well-prepared for diverse situations. Whether planning an event or tackling a project, I proactively consider potential challenges and solutions. It's akin to possessing an invaluable internal foresight in navigating personal and professional terrains.

# Levels of Dyslexia:

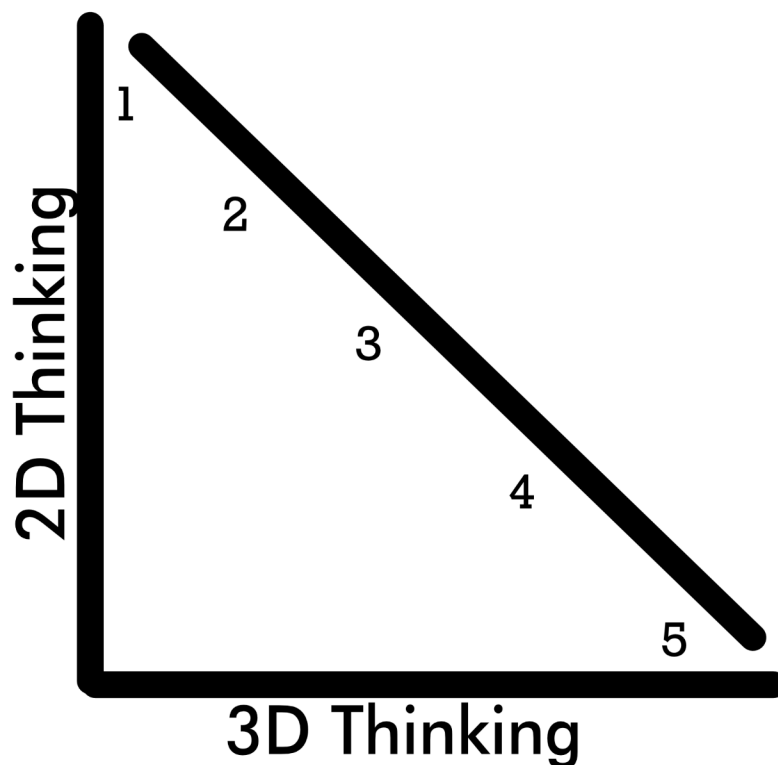
Level 1: Neurotypicals adeptly balance two-dimensional (2D) and three-dimensional (3D) thinking.

Level 2: The cognitive process shifts away from this equilibrium, marking the beginning of a struggle with 2D thinking.

Level 3: I consciously embrace advanced three-dimensional cognitive processes. In this stage, my mental processes rely on 3D rather than 2D.

Level 4: 3D thinking intensifies, signifying a heightened departure from the confines of 2D thought.

Level 5: Thinkers rely entirely on 3D thinking, minimising the influence of 2D cognitive



## Innovation:

Besides my forward-thinking nature, my dyslexic perspective fosters unconventional yet highly effective problem-solving strategies. Dyslexia encourages me to adopt a holistic mindset, engaging in a mental synthesis combining different elements, experiences, and ideas into cohesive, novel approaches. This intuitive thinking functions as a mental toolbox, offering me diverse strategies to adapt and employ in response to challenges.

This unconventional thinking, stemming from the nature of dyslexia, inherently nurtures my creativity and innovation. It's as if I possess a cognitive palette that goes beyond conventional colours, allowing me to paint solutions with shades and hues that others might not immediately perceive. Rather than strictly adhering to traditional methods, my mind naturally gravitates toward alternative pathways, where possibilities become apparent.

# **Innovation:**

Arriving at intuitive solutions involves a constant dance of exploration, experimentation, and connection-making. By drawing connections between seemingly disparate pieces of information, I create unique pathways to problem-solving. This approach is not about following a predetermined route but navigating a dynamic landscape of ideas, enabling me to discern patterns and unveil possibilities that might elude those following more conventional paths.

Furthermore, my intuitive problem-solving style is marked by flexibility in adapting to different scenarios. Just as a skilled artisan selects the right tool for a specific task, my mind effortlessly sifts through various approaches to find the one that fits the context. It's a dynamic and adaptive process that thrives on the principle that every challenge is flexible for a creative solution.

In essence, my dyslexic thinking style transforms problem-solving into an art form. It's the art of embracing complexity, navigating uncertainty, and discovering innovative solutions by allowing my mind to explore the vast landscape of possibilities. This unconventional approach makes the process of forming solutions easier for me. It enriches the outcomes with a depth and nuance that stems from my unique perspective.

# **Vivid Imagination:**

Living with dyslexia has given me a vivid imagination that shapes the way I experience thoughts as a form of reality. It's not just a mental exercise; my imagination feels tangible and immersive, almost like the scenes playing out in my mind are real experiences.

My mind naturally leans toward visual thinking, creating detailed mental images rich in sensory details. These images can be so compelling that they become an integral part of my reality. When I construct narratives in my mind, whether envisioning future scenarios, planning tasks, or recalling events, the narrative aspect of my thoughts can make these mental experiences feel remarkably lifelike.

Creative problem-solving for me involves visualising a variety of solutions and potential outcomes. These imagined scenarios become real possibilities, influencing my decision-making and problem-solving processes. Creating alternative realities allows me to explore possibilities beyond immediate circumstances. This imaginative capacity is a source of inspiration, motivation, and resilience. These alternative realities, even purely imagined, become a genuine part of my cognitive landscape.

# **Fixed mindset clash:**

Interacting with individuals who adhere to a "fixed mindset" poses distinctive challenges for me as I traverse the intricacies of the world with dyslexia. Their steadfast belief in static abilities and intelligence starkly contrasts my perspective, where obstacles are embraced as avenues for continual growth and adaptation.

This disparity is particularly evident in our divergent approaches to challenges. While I perceive challenges as opportunities for learning and evolution, those entrenched in a fixed mindset tend to shy away, driven by a desire to uphold the notion of inherent abilities. They focus on proving intelligence, whereas I see challenges as catalysts for expanding my skill set.

# Fixed mindset clash:

The differences extend to the processing of information. My mind naturally leans toward envisioning potential futures and exploring diverse solutions, a stark departure from individuals subscribing to a fixed mindset who prefer a structured, step-by-step methodology. The inclination to think creatively and leap ahead can be misconstrued or disruptive in situations that demand a more controlled process.

Feedback exchanges also become points of contention. The challenge of comprehending my dyslexic thinking, which often positions me a step or two ahead, can lead to misinterpretation. Instead of acknowledging it as a unique strength, it may be perceived as an unwarranted deviation from the norm. Navigating this difference becomes crucial, especially in a world that frequently operates on a linear trajectory.

Collaborative endeavours demand finesse to navigate between a preference for a structured approach and my inclination to explore various avenues. My dyslexic thinking, contributing creativity and innovation to problem-solving, may clash with an affinity for a conventional and predictable process. Striking a balance becomes imperative to help appreciate the value of diverse thinking styles and recognise the unique advantages that dyslexic thinking brings, even when it doesn't align with the confines of a fixed mindset.

Moreover, if one's boss holds a fixed mindset, these challenges can be exacerbated professionally. A boss with a fixed mindset may struggle to appreciate the innovative approaches and creative solutions that dyslexic thinking often brings. Insisting on a rigid, predetermined path may hinder the potential for breakthrough ideas and overall team productivity. Finding effective ways to communicate and demonstrate the value of diverse thinking becomes crucial, fostering an environment that embraces flexibility and continual learning rather than being constrained by fixed notions of capability. In such a scenario, bridging the gap between differing mindsets becomes a personal challenge and a critical factor in fostering a workplace culture that thrives on diversity and innovation.

# Strengths:

Dyslexia has endowed me with a unique talent for visualising complex concepts in three dimensions, making it an invaluable asset in various professional domains. My ability to seamlessly conceptualise intricate structures and ideas goes beyond mere visualisation. It extends to mentally deconstructing complex systems into their fundamental components, comprehending their interactions, and seeing how they fit together. This innate skill is not merely an advantage but a defining characteristic that allows me to approach tasks from a fresh and unique perspective, fostering innovative solutions and enhancing my overall performance.

My experience with dyslexia has granted me a unique cognitive approach, fostering a distinctive problem-solving ability. This particular cognitive style enables me to see the big picture of the entire system and visualise complex issues holistically. It empowers me to dissect intricate problems into smaller, more manageable components. This approach allows me to approach challenges from multiple angles, increasing my adaptability and problem-solving skills. Consequently, I can tackle tasks efficiently and creatively, which sets me apart in my personal and professional life. It's a distinctive skill set that consistently provides a fresh outlook and innovative solutions.



# Strengths:

Dyslexia has illuminated a unique facet of my cognitive abilities – heightened creativity. This inherent trait allows me to think beyond conventional boundaries, discerning connections that might elude others. It consistently yields innovative solutions across various domains, from problem-solving to creative endeavours. This imaginative prowess enriches my problem-solving approach and infuses a distinctive perspective into my creative pursuits. It offers a fresh and dynamic dimension to my contributions, enriching the creative process and producing innovative and original outcomes.

My proficiency in recognising patterns extends to an invaluable asset, particularly in coding and data analysis. This ability to discern recurring themes and patterns in data is not just a superficial skill; it's the cornerstone of accurate analysis and problem-solving. It allows me to unlock insights that might otherwise remain hidden, and it consistently ensures that my work is not only accurate but also highly streamlined. This optimisation of processes not only enhances the quality of my work but also improves efficiency in data-driven tasks and programming projects.

Dyslexia has indeed played a pivotal role in fostering my robust adaptability. Throughout my journey, I have cultivated the invaluable skill of tailoring my methods and tactics to the demands of diverse scenarios and obstacles. This adaptability, honed through the lens of dyslexia, emerges as a significant advantage when confronted with the perpetual flow of ever-changing settings and circumstances. This finely tuned ability allows me to navigate the intricacies of various situations with ease, demonstrating my proficiency in navigating dynamic environments.

Dyslexia, rather than being a hindrance, has significantly enriched my capacity to perceive the broader scope of matters. This unique perspective allows me to concentrate on grander ambitions and targets, facilitating my adeptness in efficiently arranging and executing tasks while consistently upholding a strategic viewpoint in all facets of my personal and professional life. Consequently, I have developed a proficiency for strategic thinking that encompasses various aspects of my life and work, affording me a distinctive advantage in navigating complex challenges and discerning opportunities with a heightened degree of clarity and foresight.

Dyslexic individuals, such as myself, frequently exhibit notable proficiency in acquiring knowledge through real-life experiences. This attitude can be attributed to our robust episodic memory, which enables us to retain information gathered from these experiences vividly. This enhanced ability to remember past events and details allows us to harness our encounters as invaluable sources of education and insight. It further underscores the importance of experiential learning as a cornerstone of cognitive development. In essence, dyslexia serves as a unique lens through which we perceive and absorb the world, emphasising the significance of experiential education in our learning journey.

# Representation:

In exploring the advantageous aspects of 3D thinking for individuals with dyslexia, the narrative of Captain Rafe McCawley in "Pearl Harbor" offers a compelling illustration. Despite grappling with conventional literacy challenges, McCawley's exceptional spatial intelligence and creative problem-solving abilities emerge as pivotal assets. As a World War II fighter pilot, his dyslexia transforms into a strategic advantage, facilitating the quick processing of complex aerial manoeuvres during intense dogfights. McCawley's resilience, adaptability, and heightened spatial awareness position him as a formidable pilot, underscoring the transformative power of 3D thinking in the face of adversity, ultimately contributing to his heroic efforts during the attack on Pearl Harbor.

In the entrepreneurial realm, Richard Branson's journey as the visionary behind the Virgin Group provides a firsthand account of how 3D thinking can propel individuals with dyslexia to extraordinary success. Branson's entrepreneurial path is characterised by resilience, determination, and an innovative problem-solving approach. His calculated risk-taking and fearlessness have led to the creation of the expansive Virgin brand, spanning diverse industries from music to airlines. Branson's ability to navigate complex challenges and seize opportunities stands as a vivid example of how 3D thinking can transform cognitive differences into a catalyst for triumph.

In the intensely competitive world of Formula One racing, Lewis Hamilton's multiple championships testify to the distinct advantages of 3D thinking in overcoming dyslexia. Hamilton's exceptional driving prowess and unwavering commitment showcase the cognitive strengths associated with spatial awareness and quick decision-making. This firsthand analysis suggests that his capacity to excel under high-pressure circumstances dispels the notion that dyslexia hinders greatness, emphasising the potency of 3D thinking in Formula 1. Hamilton's story becomes a personal inspiration, illustrating how embracing one's unique cognitive style can lead to exceptional achievements.

Walt Disney's enduring legacy, explored through a first-person lens, highlights the transformative power of 3D thinking. Despite facing dyslexia, Disney's boundless creative vision and unwavering determination have left an indelible mark on animation, film, and theme parks. Disney's 3D thinking, fuelled by creativity and a unique problem-solving approach, etches the Disney name into the hearts of millions worldwide. This personal examination serves as a poignant reminder that dyslexia is not a barrier but an opportunity to leverage one's cognitive strengths. Disney's narrative emphasises the belief that dedication and an unwavering creative drive can surmount any obstacle to extraordinary success.

# **Autism Support:**

## **Flexible Work Times:**

As an individual on the autism spectrum, I require flexible working hours, including the option for a flexible start time and the ability to extend my lunch break if necessary. This flexibility is essential for optimising my performance and well-being in the workplace. A relaxed start time allows me to approach the morning routine in a manner that aligns with my sensory preferences, fostering a positive start to the day. Similarly, extending my lunch break provides valuable time for self-regulation, helping me manage any sensory challenges that may arise during the workday.

To balance flexibility and responsibility, I commit to compensate for any extended breaks by making up the time at the end of the day. This approach ensures that I fulfil my professional obligations while accommodating the unique needs associated with autism. By having the flexibility to structure my workday according to my sensory profile, I contribute to a more inclusive and supportive work environment, enhancing both my productivity and job satisfaction.

## **Mentor/Work Buddy:**

For an individual like me with autism, having a mentor for personalised advice or a work buddy for daily support is crucial. This flexibility is essential for optimising my performance and well-being in the workplace. These supportive relationships offer many benefits, enhancing my overall well-being and facilitating success in various aspects of life. They provide valuable guidance and insight tailored to my unique needs and challenges. A mentor's wisdom and experience help me navigate complex situations and make informed decisions. Meanwhile, a work buddy provides a comforting presence and consistent support, reducing my stress and anxiety in the workplace. Furthermore, these connections foster a sense of belonging and understanding, fostering a more inclusive and accommodating environment. The collaboration and shared experiences between my mentors and work buddies create a nurturing space that empowers me to overcome obstacles and reach my full potential while promoting increased acceptance and diversity in the community.

## **Guidelines and Procedures:**

Clear guidelines and procedures play a pivotal role in alleviating sensory overload. The precision of instructions plays a pivotal role in enhancing my productivity and ensuring that I can complete my tasks with a high degree of confidence. This empowerment translates into a more inclusive and supportive work atmosphere, as it minimises ambiguity and reduces the likelihood of misunderstandings. As a result, the entire team benefits from a smoother and more efficient collaboration, with everyone on the same page. The clarity in directives also fosters a sense of trust and reliability, as colleagues can rely on my ability to execute tasks accurately, leading to a more harmonious and effective working environment.

This can be presented as in a Rule sheet such as the one at the end of this document.

## **Specific and Detailed Directives:**

Clear and comprehensive directives significantly impact my workflow and overall work environment. The precision of instructions plays a pivotal role in enhancing my productivity and ensuring that I can complete my tasks with a high degree of confidence. This empowerment translates into a more inclusive and supportive work atmosphere, as it minimises ambiguity and reduces the likelihood of misunderstandings. As a result, the entire team benefits from a smoother and more efficient collaboration, with everyone on the same page. The clarity in directives also fosters a sense of trust and reliability, as colleagues can rely on my ability to execute tasks accurately, leading to a more harmonious and effective working environment.

## **Sensory Overload Breaks:**

Unplanned breaks, mainly when prompted by the immediate challenges of sensory overload, prove indispensable for me as an individual navigating the world with autism. In the face of heightened sensory stimuli, the quest for solace in a quiet space becomes an integral aspect of my coping strategy. Whether I'm taking a moment in the tranquillity of a bathroom break, seeking refuge in the peaceful confines of my car, or simply choosing to sit outside to restore equilibrium, these impromptu pauses serve as vital tools for self-regulation.

The need for a quiet space isn't merely a preference; it's a practical imperative. The seclusion offered by a brief retreat to a restroom or the comfort of my car provides a reprieve from sensory overwhelm, enabling me to regain composure and emotional stability. Deliberately sitting outdoors, immersed in the calming embrace of nature, becomes an effective means to reset amidst the day's challenges.

These unscheduled breaks, characterised by their adaptability and spontaneity, play a pivotal role in managing the distinct challenges associated with sensory overload as an individual on the autism spectrum. By recognising and responding to the signals of distress, I empower myself to address immediate concerns, ensuring I can consistently navigate the world that aligns with my needs. Embracing the significance of finding quiet spaces when required not only prioritises my mental well-being but also cultivates an environment where my productivity can thrive, even amidst the sensory intricacies of autism.

## **Workflow Protocols:**

Structured workflow protocols are essential for minimising anxiety and sensory overload. They play a pivotal role in enhancing the comprehension of my designated roles and responsibilities, thus streamlining my tasks and ensuring a more efficient and productive work environment. Furthermore, these protocols serve as a cornerstone for fostering inclusivity within the workplace, allowing everyone to participate and contribute effectively without confusion or stress. In summary, well-defined workflow protocols alleviate anxiety, enhance role clarity, and promote a culture of inclusivity, ultimately leading to a more harmonious and prosperous professional environment. An example of this is on the next page.

This can be presented as in a Rule sheet such as the one at the end of this document.

## **Music/Earplugs:**

Recognising sensory sensitivities is paramount for creating an inclusive work environment. Acknowledging and accommodating these sensitivities, such as permitting sensory regulation tools like listening to music or wearing earplugs, significantly contribute to my overall well-being and productivity. These accommodations enable me to avoid sensory overload, concentrate more effectively on my tasks, and minimise distractions that can disrupt the workflow, resulting in increased focus and efficiency. As a result, our workplace becomes a more inclusive space, allowing everyone, including me, to thrive and reach their full potential, regardless of their sensory needs.

## **Task Segmentation:**

Task segmentation is an invaluable strategy for handling intricate assignments by dissecting them into smaller, more digestible components. This approach offers a clear and structured road map for executing tasks efficiently, mitigating cognitive overload, preventing overwhelm, and ensuring that my mental resources are optimally allocated. Promoting task segmentation enables me to concentrate more effectively on each sub-task, resulting in heightened productivity and improved task completion. Furthermore, fostering a work environment characterised by inclusivity and support is crucial. Colleagues benefit from the enhanced clarity of instructions and the ability to tackle tasks systematically, ultimately leading to a more cohesive and productive team dynamic. In sum, task segmentation not only bolsters my performance but also contributes to a positive and cooperative atmosphere within the workplace.

## **Scheduled Feedback Meetings:**

Scheduled feedback meetings are a cornerstone of successful organisational communication. Establishing a regular cadence instils a sense of predictability that helps everyone involved. This predictability minimises uncertainty and anxiety, allowing me to approach these sessions with confidence and a clear sense of purpose. Furthermore, these scheduled meetings provide consistent guidance and support, enhancing my understanding of my job requirements and responsibilities. In essence, these meetings play an instrumental role in fostering my personal and professional growth while ensuring that I remain aligned with the expectations and objectives of my role.

## **Task/Prioritisation Assistance:**

Task prioritisation is a fundamental workflow element. Implementing this methodical strategy alleviates undue stress and ambiguity, significantly amplifying my ability to concentrate and perform tasks more efficiently. Furthermore, it profoundly impacts fostering a sense of contentment in my work while fostering an environment of inclusivity and collaboration.



## **Lunchtime:**

As an individual on the autism spectrum, lunchtime serves as a non-communication zone, providing a valuable break from social interaction.

Implementing a structured lunchtime routine tailored to my needs is essential, as well as promoting predictability and ensuring I maintain focus and productivity in a workplace that respects my unique requirements and fosters inclusivity.

A well-planned lunchtime routine's predictability means I can better manage my time and commitments. With set breaks and designated periods for nourishment and relaxation, I can minimise uncertainty in my workday, allowing for smoother planning and task execution. This structured routine contributes to a healthier and more conducive work environment. As a result, I am less likely to become overwhelmed or stressed during the day, leading to increased productivity and a higher quality of work output.

## **Important Info:**

In situations where confidential matters are being discussed, I want to share my specific environmental needs. As someone who is autistic, I experience heightened sensitivity to auditory stimuli, and even whispers can be very audible for me. To maintain the privacy and confidentiality of the discussions, I request that these conversations take place in a different room, and it's essential that the door is closed.

The closed-door serves as a crucial measure to minimise the chance of me inadvertently overhearing the conversation. This helps create a more controlled and private setting, allowing me to focus on the discussion without the added challenge of processing external sounds. It's not just about creating physical separation; it's a way to manage sensory input and maintain comfort that enables me to engage more effectively.

## **Dyslexia support:**

## **Black/White Screen Mode:**

Adding the black-and-white screen Mode to my laptop's features offers significant benefits. It is a practical aid for concentration, mitigating distractions and streamlining the user experience. This mode achieves this by reducing the visual clutter on the screen, thereby creating a more focused working environment. Furthermore, its ability to enhance text contrast and readability enhances the overall quality of my work, making it easier to engage with content for extended periods. Notably, this improvement in readability is conducive to reducing eye strain, thus contributing to a more comfortable and productive computing experience. In summary, the Black and White Screen Mode represents a valuable addition to my laptop, positively impacting my work efficiency and well-being.

## **Writing Assistance:**

The availability of tools such as Grammarly AI-powered writing assistance plays a pivotal role in aiding individuals with dyslexia, offering practical and invaluable support. These tools provide real-time proofreading capabilities, ensuring the written content is easily understandable and accessible for spelling and grammatical errors. The feature of readability enhancement is particularly beneficial, as it helps transform complex sentences into more straightforward ones, enhancing the overall clarity of the text. Additionally, the word prediction functionality reduces cognitive load, making it easier for dyslexic individuals to express themselves coherently. The auto-correction feature further streamlines the writing process, ensuring that typos and inaccuracies are swiftly rectified, thus saving time and effort. These tools empower me by providing comprehensive features, enabling me to contribute effectively in a professional setting, thereby promoting inclusivity in the workplace.

## **Note-Taking/Document Reading:**

Embracing e-reader tablet functionality within the workplace is a strategic move with multifaceted benefits. E-readers provide me with a versatile tool that enhances accessibility and fosters productivity in an inclusive environment. Their integration into daily operations is underscored by the robust search features they offer, streamlining information retrieval and reducing time spent on cumbersome searches. Furthermore, the organisational tools integrated into these tablets enable me to manage documents efficiently, eliminating the hassle of physical paperwork and helping maintain a clutter-free workspace. The portability aspect is a significant advantage, facilitating the on-the-go nature of modern work environments and enabling seamless transitions between tasks and locations. In summary, adopting e-reader tablets in the workplace is a prudent step that maximises accessibility, streamlines document management, and bolsters overall productivity while ensuring a more inclusive and efficient work atmosphere.

## **Colour Sheets:**

The importance of colour sheets for someone like me with dyslexia cannot be overstated. These specialised sheets play a crucial role in improving my reading experience. They are indispensable tools that significantly enhance the clarity and readability of text, making it easier for me to process information. By reducing visual stress and cognitive strain, colour sheets contribute to a more comfortable reading environment, allowing me to focus on the content. As a result, my overall efficiency in tasks involving reading and information processing is markedly improved. In the workplace, the integration of colour sheets not only benefits individuals with dyslexia but also fosters inclusivity by accommodating diverse needs and preferences. These sheets represent a slight adjustment with substantial positive impacts, ultimately promoting a more accessible and equitable work environment.

# Written instructions:

As an individual with dyslexia, I find that written instructions offer clarity and accessibility that verbal communication sometimes lacks. The visual representation of information on paper or a screen allows me to process better and understand the task. Unlike spoken instructions, which might be challenging to decipher in real-time, written instructions provide a tangible reference that I can revisit.

One of the critical advantages of written instructions is that they allow me to proceed at my own pace. Dyslexia often requires more time to process information, and having instructions in a written format enables me to take the time I need to grasp the content thoroughly. This flexibility is crucial for navigating tasks effectively without feeling rushed or overwhelmed.

Additionally, written instructions serve as valuable reference material. I can revisit the instructions whenever necessary, minimising the risk of forgetting or misremembering details. This feature becomes particularly important when dealing with complex or multi-step tasks, as the written format provides a reliable guide.

# Communication Tweaks:

Improving my communication skills and navigating meetings as an individual with dyslexia entails a strategic blend of visual and kinesthetic elements.

Incorporating extensive hand gestures serves as invaluable visual cues, complementing verbal messages and enhancing my overall understanding.

Successful communication hinges upon the clarity of pronunciation, serving a dual purpose. Firstly, it is pivotal in facilitating auditory comprehension, ensuring precise reception and understanding of spoken words. Secondly, clear pronunciation proves indispensable for supporting lip reading—an essential skill for individuals who depend on visual cues to decipher spoken language.

Facial expressions are crucial in conveying emotions and intentions, providing an additional layer of context that aids in my comprehension. Currently, decoding social cues can be intricate for individuals with dyslexia, making expressive facial gestures an essential aspect of effective communication in my experience.

Visual aids, such as illustrative diagrams, are particularly beneficial for me as a visual learner during meetings. Currently, complex concepts can present challenges, and including visual supplements aligns with my processing strengths and fosters inclusivity by ensuring a shared understanding among all participants.

# Rule Sheet Example:

- Desk clean and Tidy every day before leaving
- Cardboard waste taken out once or twice a week to the bins
- WEE waste put in in the WEE waste cupboard the same day (call maintenance to empty when its full)
- Check Room every day
- Check windows update server everyday
- Check the switches everyday
- Kit labelled when brought back to the office (new or old no exceptions)
- When taking last of something inform Paul and put on Trello
- Put on Trello items that need to be purchased for tickets
- When putting items on trello put parts/serial number/link and the quantity of the item needed
- Do not assign tickets unless you are working on them
- If you need help with ticket go talk to them rather than just assigning them the ticket
- Only work phones have email on them (if not work phone then they have to have the outlook app only)
- NO TICKET ... NO JOB. If they phone or email you directly they have to put a ticket in before you do the job (unless emergency or senior management)
- Prioritise tickets where people cannot work
- Do not sit and watch computers whilst building them do other jobs at same time
- No more un-managed switches or RJ45 couplers (only Aruba switches located in comms cabinets and Ethernet cables)
- Remove post it notes of users passwords when you see them
- No software to be used/download without approval
- Check cable when patching it in
- Call first if you want to remote control a Computer
- All Computers that come back build to page one of the check sheet with the appropriate RAM and SSD (if is not a good spec/ very old WEE it)
- Swap out old HDD when a PC with one comes back and label it with name and date
- Sticker the asset tag number to the power supplies of the laptops so that we know what charger corresponds to which laptop
- PC to go out with SSD's only (No HDD builds anymore)