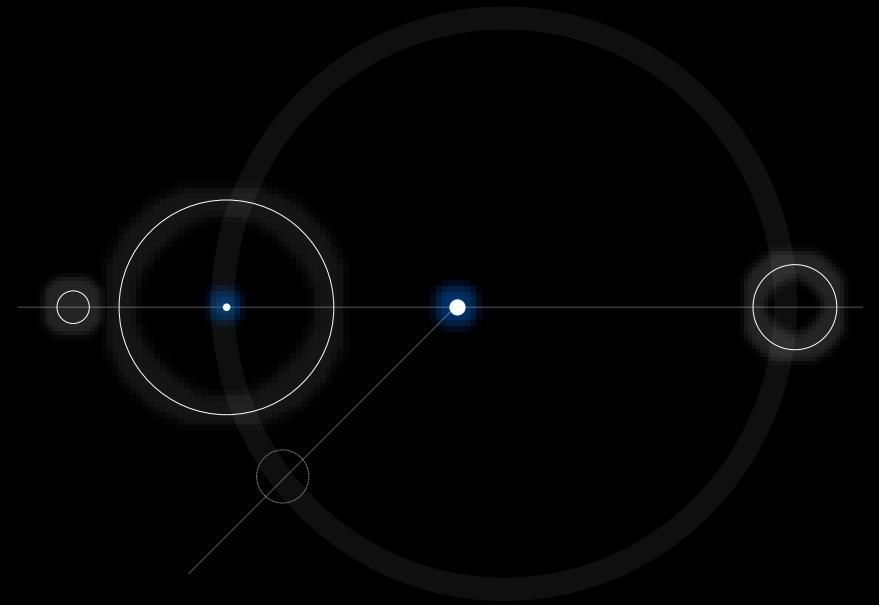




OPTIMIZING YOURSELF: NEURODIVERSITY IN TECH

Elizabeth Schneider
@mozts

- This is my opinions and based on my experience.



DISCLAIMER

What is Neurodiversity?

Neurodiversity is a concept where neurological differences are to be recognized and respected as any other human variation.

Autism is not something I have, it's something I *am*.

Autism

difficulties with social interaction and communication, and by restricted and repetitive behavior.

Alexithymia

Inability to identify and describe emotions experienced by one's self or others.

Social Communication Disorder

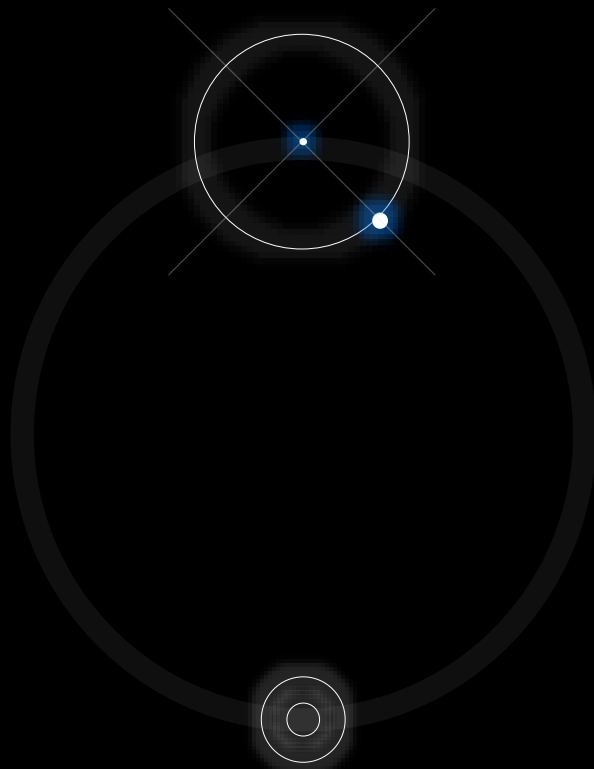
difficulties with the use of verbal and nonverbal language for social purposes. Primary difficulties are in social interaction, social cognition, and pragmatics.

<https://www.scientificamerican.com/article/people-with-autism-can-read-emotions-feel-empathy1/>

What is your superpower?

What is your fortress of solitude?

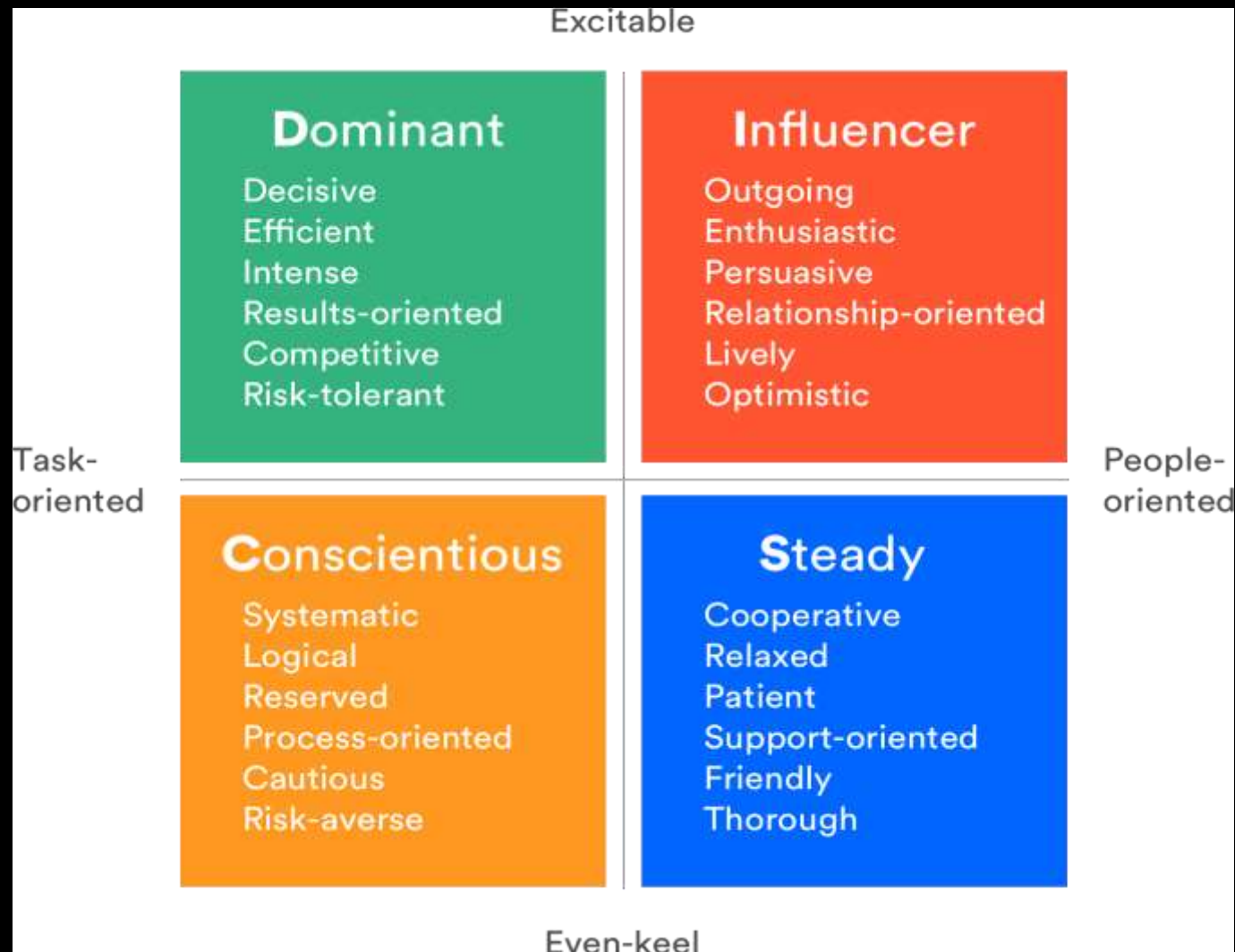
What is your kryptonite?



COMMUNICATION

the successful conveying or sharing of ideas and feelings.

Communication Styles





<https://www.monkeyuser.com/2018/focus/>

<https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0216362>

Empathy vs Sympathy

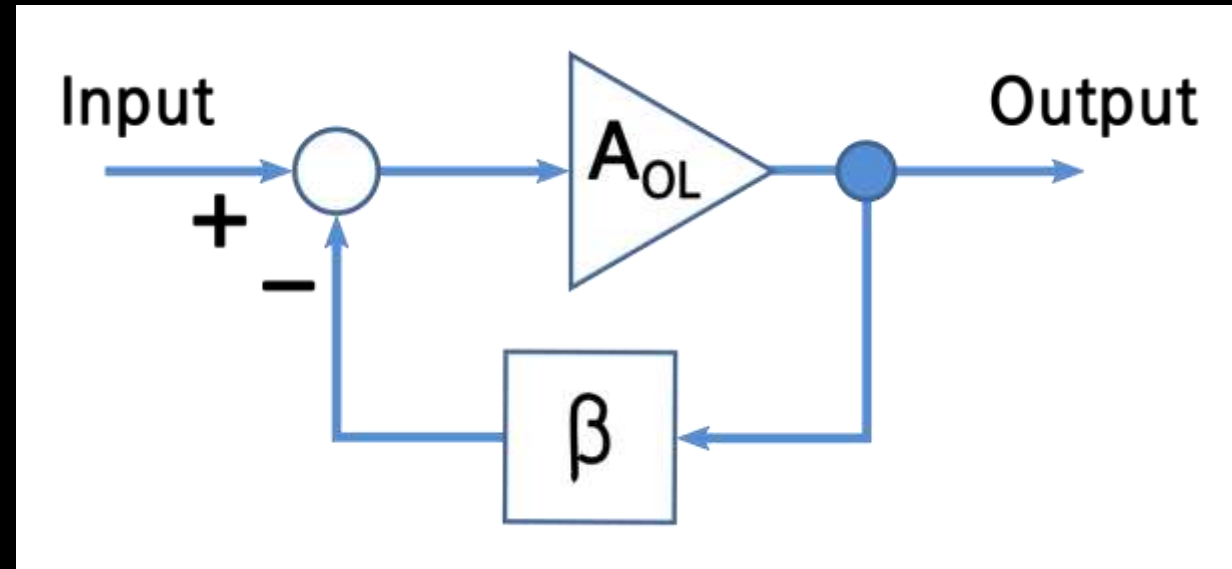


- Perspective Taking or putting yourself in someone else's shoes.
- Staying out of judgement and listening.
- Recognizing emotion in another person that you have maybe felt before.
- Communicating that you can recognize that emotion.

<https://www.youtube.com/watch?v=sXSjc-pbXk4>
<https://www.youtube.com/watch?v=1Ewgu369Jw>

Feedback

- Make a point to ask others
 - Feedback vs Advice
- Take all input as their point of view
- Leave what is not helping you
- Take the time to reflect



<https://hbr.org/2019/09/why-asking-for-advice-is-more-effective-than-asking-for-feedback>

Imposter syndrome

a collection of feelings of inadequacy that persist despite evident success.



<https://xkcd.com/1954/>

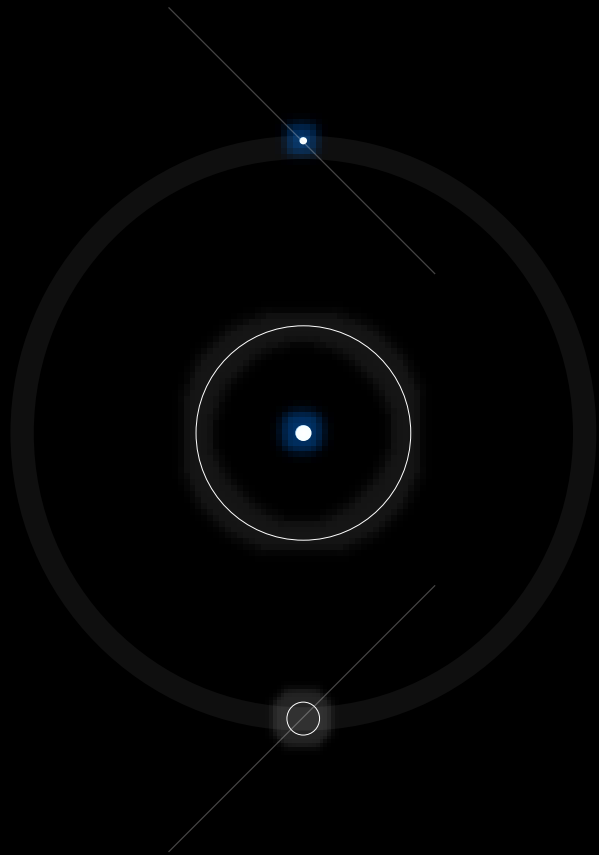
Support in the Industry

- Autism @ Work Employer Roundtable
- Microsoft Autism Hiring Program



<https://disabilityin.org/what-we-do/committees/autism-at-work-roundtable/>

<https://www.microsoft.com/en-us/diversity/inside-microsoft/cross-disability/hiring.aspx#coreui-heading-sp7tqqo>



**THANK
YOU**