

# 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



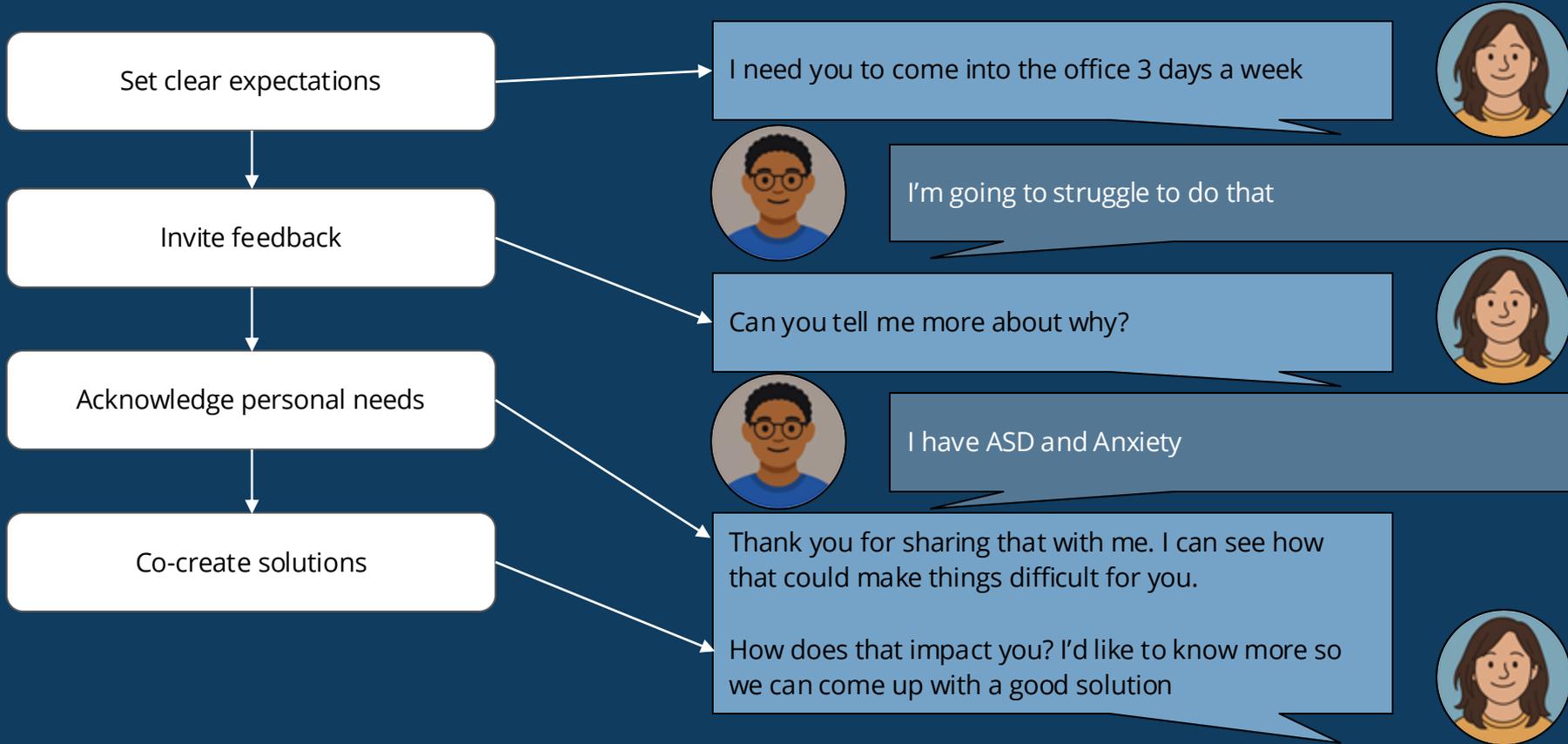
I suppose you're right, probably an individual thing

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."*

