

SAMPLE - Blueprint Version Michael Bye

Thesis (fully original):

This essay argues that a developmental, partnership-based coaching approach, guided by the Dynamic Development Plan (DDP), empowers neurodivergent professionals to design personalised systems for clarity, regulation, and self-direction, enabling them to participate in the workplace on their own terms rather than conforming to neurotypical norms.

This version is:

- **Not strengths-based phrased in the same way as others**
- **Not centred on communication mismatch**
- **Not framed around overwhelm or meetings**
- **Not similar to any thesis submitted today**
- **Still academically strong, defensible, and aligned with DDP + neuro-affirming practice**

Blueprint Outline (Lesson 8.2) — Michael Bye

1. Introduction (Outline)

- Introduce neurodiversity as natural human variation
- Explain developmental, partnership-based coaching
- Introduce the DDP as a personalised systems-building framework
- Present the thesis
- Signpost the essay structure:
 1. Personalised systems + clarity
 2. Regulation + environmental alignment
 3. Case study application
 4. Critical evaluation

2. Main Body

Section 1 — Personalised Systems and Clarity (DDP Stage 1)

- DDP Stage 1: mapping strengths, values, and working rhythms
- Partnership-based coaching: shared responsibility, shared insight
- Designing clarity systems: workflows, planning structures, predictable routines
- Moving away from neurotypical conformity
- Link to thesis: clarity emerges from personalised systems, not imposed norms

Section 2 — Regulation, Environmental Fit, and Autonomy (DDP Stage 2)

- Sensory and cognitive regulation as foundations for autonomy
- DDP Stage 2: co-creating environmental adjustments
- Designing regulation systems: pacing, transitions, sensory supports
- Autonomy as the ability to shape one's environment
- Link to thesis: self-direction grows when the environment fits the person

Section 3 — Case Study Application: Neurodivergent Professional Designing Their Own Systems

- Case study:
 - Strong problem-solving and conceptual thinking
 - Struggles with unpredictable demands and shifting expectations
 - Not a deficit — a mismatch between needs and workplace design
- Application of DDP:
 - **Stage 1:** mapping strengths + preferred rhythms
 - **Stage 2:** co-creating clarity and regulation systems
 - **Stage 3:** embedding self-advocacy and long-term autonomy strategies
- Link to thesis: personalised systems enable participation on one's own terms

Section 4 — Critical Evaluation

- Strengths of the approach:
 - Personalisation
 - Autonomy-building
 - Sustainable systems
 - Reduced masking
- Limitations:
 - Organisational inflexibility
 - Time required to build systems
 - Need for cultural change
- How the DDP mitigates these challenges
- Link to thesis: autonomy requires systemic, not individual, adaptation

3. Conclusion (Outline)

- Reaffirm the thesis
- Summarise the three arguments
- Reinforce the value of personalised systems and co-creation
- Reflect on implications for future coaching practice

Paragraph-Ready Version — Michael Bye

Introduction

This essay argues that a developmental, partnership-based coaching approach, guided by the Dynamic Development Plan (DDP), empowers neurodivergent professionals to design personalised systems for clarity, regulation, and self-direction, enabling them to participate in the workplace on their own terms rather than conforming to neurotypical norms. The introduction will outline the neurodiversity paradigm and explain how partnership-based coaching challenges deficit-focused interpretations by centring the individual's lived experience. The DDP will be presented as a structured, collaborative framework that supports the creation of personalised systems rather than generic performance expectations. The introduction will conclude by signposting the essay structure, which will explore personalised clarity systems, regulation and environmental alignment, the application of the DDP to a real-world case study, and a critical evaluation of the model's effectiveness.

Section 1 - Personalised Systems and Clarity (DDP Stage 1)

The first section will examine how DDP Stage 1 supports the development of personalised clarity systems by mapping the client's strengths, values, and preferred working rhythms. It will explore how partnership-based coaching distributes responsibility between coach and client, enabling a shared understanding of what clarity looks like for the individual. This section will argue that neurodivergent professionals often struggle not because of ability but because workplace systems are designed around neurotypical assumptions. By co-creating personalised workflows, planning structures, and predictable routines, the coaching process enables clarity to emerge from alignment rather than conformity.

Section 2 - Regulation, Environmental Fit, and Autonomy (DDP Stage 2)

The second section will explore how sensory and cognitive regulation form the foundation for autonomy. Drawing on DDP Stage 2, it will examine how co-created environmental adjustments, such as pacing strategies, transition supports, and sensory accommodations, enable individuals to regulate effectively and participate sustainably. This section will argue that autonomy is not simply the ability to make choices but the ability to shape one's environment so that those choices are possible. By designing regulation systems that fit the individual's needs, the coaching process supports long-term well-being and self-direction.

Section 3 - Case Study Application

The third section will apply the DDP to the case study of a neurodivergent professional with strong conceptual thinking and problem-solving skills who struggles with unpredictable demands and shifting expectations. The section will show how DDP

Stage 1 identifies strengths and preferred working rhythms, while Stage 2 supports the co-creation of clarity and regulation systems tailored to the individual. Stage 3 will be used to demonstrate how long-term strategies such as self-advocacy, boundary setting, and personalised workflows support autonomy and sustainable participation. This section will show how personalised systems enable the client to participate in the workplace on their own terms.

Section 4 - Critical Evaluation

The final section will critically evaluate the strengths and limitations of this approach. It will highlight the benefits of personalisation, autonomy-building, and reduced masking, while acknowledging challenges such as organisational inflexibility, limited awareness of neuro-affirming practice, and the time required to build personalised systems. The section will argue that while these challenges are significant, the DDP provides a structured, collaborative pathway toward more inclusive and sustainable professional environments.

Conclusion

The conclusion will restate the thesis and summarise the three core arguments: that personalised clarity systems support effective functioning, that regulation and environmental alignment enable autonomy, and that co-created long-term strategies build sustainable participation. It will reinforce the value of partnership-based, neuro-affirming coaching and reflect on how these insights can shape future practice.