

CASE STUDY REFLECTION TEMPLATE

ANALYTICAL FRAMEWORK FOR NEURO, AFFIRMING COACHING

This template serves as a structural guide for practitioners to complete the 400, 500 word analytical response required in Lesson 7.1. It is designed to facilitate the transition from surface description to a deeper, relational understanding, ensuring that every coaching intervention is rooted in the framework of awakening and professional embrace.

By utilising this framework, the practitioner moves beyond deficit, led assessment toward a model that celebrates the cognitive architecture and unique sensory needs of the individual, as established in the works of Lane Anthony.

SECTION ONE: CLIENT INTRODUCTION

Provide a concise summary of the client, s context, approximately 50, 80 words. Identify the primary coaching focus, such as communication, sensory regulation, or executive function.

EXEMPLAR GUIDANCE

Michael is a highly talented software developer with an autistic profile, currently struggling with sensory overload and communication friction within his open, plan office. The primary coaching focus is on sensory regulation and self, advocacy, aiming to facilitate Michael, s transition from constant masking to a state of professional safety and authentic engagement within his team.

SECTION TWO: STRENGTHS, CHALLENGES, AND CONTEXT ANALYSIS

Identify core strengths and systemic barriers, approximately 120, 170 words. Distinguish between individual traits and environmental mismatch.

EXEMPLAR GUIDANCE

Michael possesses exceptional cognitive superpowers in pattern recognition and deep, hued logical synthesis. However, the open, plan environment represents a profound environmental mismatch, where the auditory and visual clutter triggers constant autonomic arousal. His perceived disengagement in meetings is not a trait of his autism, but a direct consequence of auditory processing delays being ignored by neurotypical communication standards. Society, s expectation for instantaneous verbal response forces Michael into a cycle of fawning and compliance, masking his true brilliance to avoid professional judgement. By reframing Michael, s railway network, we see that his slower social tracks are the flip side of his high, speed analytical express lines, both of which are essential components of his genius.

SECTION THREE: DDP, INFORMED COACHING STRATEGY

Map the intervention to the Dynamic Development Plan, approximately 150, 180 words. Link to the 'Why', strengths, and specific scaffolds.

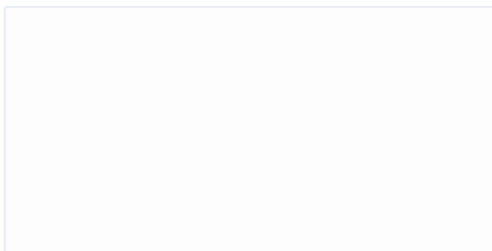


EXEMPLAR GUIDANCE

Our strategy begins with Michael, s 'Why', the desire to contribute his technical expertise without compromising his well, being. We will utilise the DDP to co, create a professional self, advocacy script that frames his need for written agendas and noise, cancelling aids as necessary conditions for peak performance, rather than deficit, led adjustments. We will implement executive function scaffolds, such as visual time, blocking and themed work days, leveraging his strengths in structured logic to reduce cognitive load. Furthermore, we will identify advocacy nodes within HR to formalise his hybrid working arrangements, ensuring the statutory requirements of the Equality Act 2010 are met with clinical excellence. This approach promotes autonomy by allowing Michael to decide which parts of his cognitive architecture are shared, ensuring he remains the expert of his own professional awakening.

SECTION FOUR: CRITICAL REFLECTION

Provide a critical justification, approximately 80, 120 words. Explain how the intervention avoids deficit, led language.



EXEMPLAR GUIDANCE

This intervention is fundamentally neuro, affirming as it rejects the goal of normalisation. By focusing on environmental adjustment and systemic advocacy, we honour the principles established in Awakening the Workforce. The use of the DDP ensures that Michael, s voice is the primary driver of the coaching process, avoiding the power imbalances often present in traditional models. This ethically grounded response demonstrates intellectual clarity by framing difference as potential, ensuring Michael is met with an authentic professional embrace that respects his unique neurology and celebrates his contributions to the workforce.

PROFESSIONAL DECLARATION

By submitting this reflection, the practitioner confirms that the intervention remains rooted in the strengths, based philosophy of Autism a Superpower and the Dynamic Development Plan.