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EPISODE THIRTY

The Power of Neurodiversity

With **Michael Brown & Tim Peace, FNP**

What if we lived in a world where cognitive differences were embraced as strengths to be leveraged instead of disabilities to be managed? That's just the world neurodiversity advocates Michael Brown and Tim Peace dream about. From ADHD to the autism spectrum, from bipolar disorder to depression and anxiety, the duo are hopeless champions for engaging neurodiversity as a unique opportunity to further humankind. Join Michael and Tim on this week's episode as they challenge what we think we know about the brain and invite us to join a universal movement to harness the power of neurodiversity.

THEMES & INSIGHTS

1. Neurodiversity must be viewed as different approaches to the same world instead of weaknesses to be masked, shamed, or molded to fit the expectations of others. They are the unharnessed superpowers that will make our society stronger.
2. A truly inclusive society seeks to integrate the skills and abilities of all people (including those with neurodiversity) in a way that best suits their abilities. A truly inclusive society doesn't expect individuals to change who they are to conform with the status quo.
3. Communities and organizations must create and sustain a safe, accepting environment to allow individuals with neurodiversity to "come out" and feel secure in sharing their differences (superpowers) with the world.

COMBUSTION QUOTES



"We use this word 'disability' quite frequently. I mean, look, just break down the word 'disabled': 'less-than-able.' It automatically has this negative connotation, whereas the group that we're talking about, the neurodiverse, actually have what Tim and I consider to be superpowers."



"What we're trying to highlight is that there's a lot of creativity and a lot of productivity that's being left out there because we're separating these people or we're just underutilizing. We're trying to make them fit a square peg into a round hole when there's nothing wrong with a round one either—or a square one either, I should say."

CALL TO ACTION

"My call to action would be super simple. I would love to see organizations just report the percentage of their leadership that have neurodiversity."

"Neurodiverse conditions are part of what makes us human beings. They've been here since the beginning and now we're starting to categorize them, but it doesn't mean they're new.... This is what we are, who we are, and we need to embrace that and not set each other apart."

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