

Supporting the Supporters: Group Discussion Handout

Centering Strengths of Neurodivergent and Lived-Experience Staff
Small Group Reflection & Report-Out

Purpose

To reflect on the strengths that neurodivergent and lived experience staff bring to your organization and identify ways to better support, elevate, and celebrate these contributions.

Group Instructions

- Form small groups of 4–6 people
- Select a facilitator and note-taker
- Use the prompts below to guide discussion
- Choose one key takeaway to share during report-out

Discussion Prompts

1. Recognizing Strengths:

What is a unique strength or perspective someone on your team with lived experience or neurodivergence brings?

→ How has this contributed to your organization's mission or culture?

2. Barriers & Blind Spots:

What workplace structures, habits, or expectations might unintentionally hold back these strengths?

3. Leadership Growth:

How have you or your organization grown by working alongside neurodivergent or lived experience staff?

4. One Action Forward:

What's one thing your organization can do in the next month to better support or celebrate these contributions?

Report-Out Prompt

Please be ready to share one of the following:

- A strength-centered shift your group wants to try
- A new insight that emerged
- A question your group is still sitting with