

Episode 17 | Why can't my neurodivergence be accommodated too...

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SUMMARY KEYWORDS

people, accommodate, accommodations, conversation, understand, angela, person, user manual, meeting, asshole, match, spoons, neuro, feel, point, talking, drudgery, question, burn, communication

SPEAKERS

Molly Hicks, Angela Locashio



Molly Hicks 00:00

Welcome to Drudgery, Dreams and In Between, the podcast for neurodivergent weirdos and queers who, forget about struggling to adult, we're struggling to human.



Angela Locashio 00:08

At least that's what everyone's telling us.



Angela Locashio 00:10

Per usual. Hey, I'm Angela. Bringing sense to the conversation. From here on my soapbox. I shed light on the things society doesn't want you to talk about, you know, the real shit that matters. intersectional thinking, sexuality, queerness, neurodiversity, consent, and the fact that self care is bullshit. For me, it's all about community and how we can care for each other.



Angela Locashio 00:10

You're right,



Molly Hicks 00:37

And I'm Molly giving a big Fork you to Cookie-Cutter Solutions I help burnt out busy as Fuck neurodivergent and queer entrepreneurs make shit happen by providing out of the box solutions and sustainable systems to grow your biz. For me, it's all about doing what makes sense for your brain.



Angela Locashio 00:54

Enough the chitchat, let's get to it.



Molly Hicks 00:57

Keep listening. And together we'll explore the drudgery dreams and all that shit in between. Get ready to call bullshit on what everyone's saying you should be doing



Angela Locashio 01:07

as we navigate the spectrum between what really matters to you and the shit keeping you from it.



Molly Hicks 01:15

Good morning, everybody. Hello, hello world and I guess Good evening or Hello tomorrow.



Angela Locashio 01:24

I mean, it's like the middle of the night right now in Australia. My Australia peeps are, uh, it is not good meeting time for us right now. At 1230 My time so yeah. At 1230. My time it is 6:30am.



Molly Hicks 01:43

Okay. Yeah. Okay. So we impromptu took last week off. Because I'm really bad about keeping track of school schedules, evidently. But I had come to Angela, and I was like, Angela, we could totally record my kiddo at home. And Angela was like, Have you lost your mind? That is not happening? No. And the next day I woke up and I was like, Angela was right. That was a bad idea. What's wrong with me? Oh, I remember. I've been taking care of a kid Oh, nutsert for a couple hours. And we were talking about being burnt out and constantly accommodating people and all those things. And then we kind of went radio silent. Which happens, I mean, can all the neurodivergent people who go radio silent on their friends because they still care. But they're having too many problems with other things. Raise your hand.



Angela Locashio 02:45

Raised, hands are raised. Not really Because I'm playing with things right now. But



Molly Hicks 02:49

yes, Stimagz.



Angela Locashio 02:52

I am playing with my Stimagz, because I got my Stimagz. And then I got other Stimagz?



Molly Hicks 02:58

Yes. All the Stimagz have arrived!



Molly Hicks 03:00

right. Okay, so we were having these conversations about we went radio silent. And then I was driving my car. I promise the story has a point for all of you that are like, just get to the point. I was driving my car and I had this like, very full body feeling of you need to check on Angela. And so I clicked the Marco Polo button. And I was like, Hi, my body told me I'm supposed to check on you. So I'm checking on you. You okay? And I got a message back. And that triggered all of the things in my body. That just said, I'll tell you about it later, can't talk. Or on Tuesday or Wednesday like something. And I was just like, oh, and I jokingly said to my partner, it's never good. When your neuro divergent friend replies to your I need to check on you for some unknown reason message with, I'll tell you later.



Angela Locashio 03:58

I love how you add this voice to it.



Molly Hicks 04:03

That's how I...That's how I felt it. And so and then my response after that was and you know, you get one word to respond. And so I just responded with Okay, which was the appropriate response? Angela said, later.



Angela Locashio 04:17

Absolutely.



Molly Hicks 04:20

So what this brings me to today's topic. We, in the neurodivergent community talk all the time about like the harmfulness of functioning labels and how you know, all neurodivergent people need support in some capacity. And we're, we talk about it all the time. And a lot of folks in the neurodivergent community do get accommodations. They get a lot of accommodations from

other neurodivergent humans who understand why they need accommodations. And part of me feels like I'm sounding whiny here, but that's the truth is what happens when the accommodators need accommodations, nothing.



Angela Locashio 05:03

Oh, oh no something happens. So, when we need accommodations, this has been my experience well before now obviously I've known for most of my working life that I am ADHD. And I've lived in that brain for a very long time, I let that brain help me survive. And something that I would always say is "I am constantly having to handle people with kid gloves, because that's their communication style." And they need 20 minutes to talk about something that takes two and anytime I'm not smiling and happy and, and okay, and being able to do all of the things, there's something really wrong. And I have to engage in even more social stuff that I can't do. So something definitely happens when we get to that point where we need some adjustments to be made. It is not purposefully, but there's definitely shame in that. Because it's like, What do you mean you can't help me What do you mean you can't do this? What do you mean you don't want to have a conversation? Is everything okay? Are you depressed? What's going on? What's going on? What's going on? Like can you just step off? Just Yes, I'm passionate about this. Can you just back off? Can you stop talking to me please?



Molly Hicks 06:43

Yeah, I met no accommodations are made nothing happens



Angela Locashio 06:49

I understand I totally understand that. That's what you mean. But I couldn't let that nothing happens go



Molly Hicks 06:57

To be fair, in my lead up, I meant the accommodators do not get accommodated. This is exactly the point that Angela just clarify. Like explain the story of like what what's happening and we kind of have two different sides of that story can we can work into today. Me and the like having neurodivergent people at home and being the the person that everybody relies on and Angela in more like work roles and ways that that is draining and defeating.



Molly Hicks 07:31

Um, and there's like 3000 different directions I can go here and I'm trying to have like a guided question and it's just not working. But like, we're not saying like, by asking for accommodations as the Accommodator like when the when the Accommodator is like, everybody back the Fuck up. I'm about to explode like my little kiddos house in Minecraft when it's built from TNT and the fire is started. Okay, that is the explosion that happens. So, you know, there's usually a warning back Fuck up about to explode. Most of the time, I would say this is you can say if this

is true for you or not. We are not asking people to believe they aren't neurodivergent when they accommodate we are not asking people for things that are unreasonable or extended or forever. We're asking typically for at this moment in time, I need you to assess that I am not okay. That my flavor packet of neuro spicy is different from your flavor packet. And I need you to address my my not issues my neuro spiciness in the appropriate way that my neuro spiciness needs to be treated. Yep. Which is something that the Accommodator is doing for everybody else. So what is actually being said?



Angela Locashio 09:12

Most of the time, we can, yes, and most the time we can



Molly Hicks 09:15

and we want to, absolutely, it's actually like, I find like accommodators tend to have like, like a special interest of like communication and relationships. Stop at Mali. What?



Angela Locashio 09:35

Yes, this is true. I'm just really called out right now.



Molly Hicks 09:40

I feel like I'm calling myself out. I don't, I feel like it's just equal to communicate. I think the other thing for the accommodators and honestly, I'm speaking from my own experience, and people that I've seen in similar boats is we value respect and treasure that people in our lives so much that we accommodate for them a lot of times because we know they need that to be successful, and we're happy to do that. And what we're asking for is for them to value and respect us in the same way that we respect them. Because when we are not accommodated at our worst, it does not feel like we are respected or accommodated or respected or deserving of of that accommodation. Whether that is the intention behind it, I am not saying that, that is what is intended.



Angela Locashio 10:31

I don't ask that it ever is intended? No.



Molly Hicks 10:34

But that's what it feels like a lot of times is I only respect you when you can do something for me is how it feels. Yep. And we were kind of having a conversation. Now I'm about to use a term that we do not approve of anymore. Personally, I don't approve of it personally anymore. But when before I knew that this was a bad word to use. My partner was diagnosed with Asperger's which obviously that is just autism, we know that. But the phrase I used to say, is I

don't know where the Asperger's starts. And the app or Asperger's ends in the asshole start, why can I say it correctly anymore? Now because I know I'm not supposed to sit? Now I'm saying



Angela Locashio 11:19

three, right? Because that term does not come out of your mouth very often, right?



Molly Hicks 11:23

No, but essentially, I I didn't know when someone was being an asshole or I was being where somebody was just like, I'm not understanding the conversation. And I was explaining to Angela, I was like, I feel like when you have two people or a group of people who are all different varieties of of neuro divergent, I can't keep picking my ramen noodle references forever. When we have all of these people who are different neuro divergence, we all have our individual based off of how our brain functions, perception of communication, how people interact, all these different things. So you have these two people, and I'm talking with my hand so much right now, with very differing versions of communication, trying to communicate. Of course, there's going to be some clashing, it's gonna feel like somebody's being an asshole. Sometimes they aren't. There's just a big a big rift in what the two perceptions of communication are. Right? And sometimes you have to figure out if you're like, that person's really being an ass right now, damn it. The conversation needs to be less about like, I feel harmed by this asshole, in the confines of communication between two nerve divergent people's not like legitly somebody



Angela Locashio 12:46

or a nerd a virgin. And I would say, I would say, you know, neuro diversity encompasses everybody. So it's not necessarily between two nd folks. It's between two people, period.



Molly Hicks 13:00

Right? I like that for that. Yes. But I feel like the question needs to be like, Why are they being an asset to me right now? Why do I feel like they're being an ass? Yep. And like, do a checklist of like, are they showing other signs of like burnout, overwhelm, confusion, frustration? Have I accommodated them recently? Yep. Because if they're showing other signs of burnout, and all of these things, and you have not been accommodating their way of thinking or processing or all those things, then it's, it's oh, they're not being an asshole. Right? They need help. And, and it's my turn to help them or, or I need to find somebody who can help them because it's okay to say I can't help them. But I need to bring somebody in who can help them and that's how I can help them. Yep. Because I fully acknowledge that not everybody's gonna have the capacity to sit and like, run through a checklist or, you know, be quiet, but be present, like, not everybody has those has those capabilities.



Anaela Locashio 14:09



Angela Locashio 17:00

And sometimes, bringing that person in to help them often isn't actually bringing somebody in to do anything for them. It's leaving them alone. And asking somebody else to support you, in the capacity that you need to be supported. Excuse me, because if that person is in a state of overwhelm, yes, they might need somebody to come in and step in and help. Nine times out of 10 in my personal case, it's I need everybody to leave me the hell alone. Because I have something to do and I want to get it done. Right. Do not disturb me. Do not disrupt me. Do not take my time. So of course, knowing what that person needs is helpful because often they're not able to tell you at that point in time, or except if they're like, just leave me the hell alone. Right? You know? I think understanding what that means to them.



Molly Hicks 15:23

And I think instead of coming to them and like, Okay, you finally assess that something's off, right? Don't go up to them and be like, What the Fuck? Why are you acting like this? Yeah, like going up and being like, Hey, I see that you are having a day? Do you need help? Or do you need us to leave you alone? Yep, I think that like just phrasing the question in a way that gives them two choices. Because again, burnout, decision fatigue kind of go hand in hand a lot of times by giving them two options, and then an avenue to leave them alone, or to help is, is a great solution and exploration piece. I do want to talk about your user manual, though, because I feel like one thing that many neurodivergent folks need is contingency plans, understanding kind of a bigger picture of things, understanding how to act in certain situations, giving scripts giving solutions are all very, very helpful. And I know that you have created a user manual. And I think this is something that the exercise might need support for some people to actually complete. But I think it's still a very handy tool for a lot of MD individuals. Because it really walks through, like how you function, how you think, what you need, who you are. How to support.



Angela Locashio 17:01

Yes, it does. So I want to say that I did not create the leadership, okay, this is it's from the leadership blueprint. And I use their notion, template, which has a user manual in it, to help me communicate to other people. So we will include that in there. For people it's, it's really cool. It is from the



Angela Locashio 17:42

I want to give the name of it, but I can't right now, and I'm not going to look at it while I'm doing it. So we will include it, a link to it for those who would like to, to find it.



Angela Locashio 17:57

If I am able to share that with people. And they take the time to look at it. Hi Yah, I'm asking you to take a little bit of time, when I'm not always able to spend time having a conversation, I'm asking you to take a little bit of time to look over my user manual, my user manual saying things like I'm direct and to the point and I prefer that you be directed to the point I don't like

spending a lot of time having conversations that can be done in two minutes. I don't like to spend 20 minutes on those conversations if I don't have to, and I cuss a lot. Like these are these are things that are in there for people to see. I said shit on a podcast the other day, and the person wasn't very happy that I said shit, it was a live thing. Because we didn't have a conversation beforehand about that. So anyway, it's important that people know these things about me. And one of the things that I'm I'm realizing as I get into more and more meetings, I'm having more and more conversations with a lot of different people is I have to be very clear right up front. What are the expectations for this meeting? This is how much time I think is going to take us to get to this goal. And if we need more time, we either have to schedule another meeting, you know, like I can't be going over time. But I want to I don't want to leave this meeting without accomplishing something that is very uncomfortable for a lot of people to just be direct and upfront and blunt like that, for a lot of people who want to have conversation they want to ease into with conversation.



Molly Hicks 19:47

Right and so this is me analyzing people as I love to do, um, if you haven't noticed yet. I feel like a lot of times people ease into that conversation, because they feel unsure about how to act in the next part. And if we're just having soft conversation, they can do that and feel competent. The minute we get into the meat and potatoes of something that's uncomfortable, because they might not be the expert on what you're talking about. And so they don't feel like they can bring something to the table, which is bullshit. Most of the time, if you're at the table, you already have something to say, exactly. So that that conversation does not make you look more competent. It does the opposite. Now, if you need to be like, I just need to know everybody's state of mind before we start, then say that be like, I don't need to have conversation about you know, Suzie Q's kids, brothers, cousins, left side, persons bicycle accident. I don't know why I came up with that. But that's what I came up with. What I really need to know is where everybody's at mentally, so that I can correctly assess people then say that, can everybody just give me one sentence about how they're currently feeling. So I can have the meeting like that is asking for the accommodation you need. So that you can perceive a conversation.



Angela Locashio 21:27

Maybe we need to have like a meeting app, where everybody at the beginning of the meeting, it's like, you know, we do our, our state of state of being at the moment. So everybody can assess that. And that's great if people are honest, and that we have the space to be honest, that if I say I'm pissy I have the space to be pissy, as long as I don't take it out on other people.



Molly Hicks 21:51

Right, exactly. And that's the other thing is like having, so going, we're gonna continue using this meeting analogy going in, and having 20 minutes of free range conversation prior to a meeting is going to help 50% Probably, and destroy 50%. So now who's productive? Now what's happening? Where if we could just lift that up a little bit and give like, a 10 minute, like, like, minimize that slightly. So that, okay, we're taking a little bit from the people who needed zero conversation, but we're not taking everything they have, right, and we're giving a little bit to

the people who need a little bit like, it needs to be a little more even keel with those things. And I had something else I was going to say, because you said something and it made my brain goal. Um, what the hell noise was that?



Molly Hicks 22:54

We're talking about your user manual, we're talking about how people function. I think that a lot of



Molly Hicks 23:07

I don't know how to say this about being slightly mean. And I'm not trying to be mean. So let me caveat this with I'm not trying to be mean, but I can't figure out the words to say what I'm trying to say. I think a lot of people have spent so many years never being accommodated. And then they like recognized with words, oh, I have XYZ. This is why I can't do this thing in meetings. And this is why I have this struggle. And oh, there's executive dysfunction here and blah, blah, blah. And so now they're like, I have words to ask for what I need. And I have the competence to ask for what I need. And I'm asking, and I'm getting, and now they feel so good getting those accommodations, having never ever ever had them. That I think that they're just like, so scared to let go of that. Because if they let it slip a little, what if it doesn't come back? And I guess as the person who is asking the people they normally accommodate to accommodate myself, in my instance, I'm not trying to take away the commendations that you get from me on a normal basis. What I'm asking is for this one moment, in time, let me refill all Oh, you wanted to talk about matches, let me refill all my spoons today, so that we can now have three weeks of me being able to accommodate that I'm talking in my personal experience. Usually if I have one day of accommodation, I can accommodate others for a very extended period of time. Right. And, like, Can we do this as one time because I understand you're scared to let go of your accommodations. I don't want to take them from you. I just need some myself. This one moment. Right. Okay. You needed to talk about matches now that I brought up spoons.



Angela Locashio 24:57

Well, and I want to I want to expand On the on, on what you're saying, as far as needing, as far as a feeling like something's going to get taken away. There. There's a lot of conversation in the indie community right now of what's right and what's wrong.



Molly Hicks 25:15

Yeah.



Angela Locashio 25:16

And that that's putting us right into a binary again, instead of understanding that there's this whole spectrum that we have to go through, and everybody has a place there. And everybody has needs there. And when you have two people in an interaction, they are both disabled, they

has needs there. And when you have two people in an interaction, they are both disabled, they both have needs. It can't, it can often be, whose needs are more necessary than the other persons. And I would like that to, I would like that to shift and say, How can both of these people get their needs met.



Molly Hicks 26:00

Mhmm



Angela Locashio 26:01

Because they are able to support each other, if both of them are getting their needs met. But when only one person is getting their needs met, then the other person gets to a point where they're no longer able to support, and then relationships break down and, and it just, it becomes a big deal. So that leads into this, the spoons.



Angela Locashio 26:24

So there is this author. And their name is Sarah Johnson. And I will definitely share the link for this. They wrote this amazing article, and I would love to read the whole thing, but I'm not going to number one, because I don't have permission from them to do that. But they wrote matchstick theory. And in this, they're talking about the problem with the spoon, the spoon, theory. And here they say suddenly, the whole world thinks they know what it's like to be me. That's the problem with spoon theory. Except you don't we all have these dickheads running around handing out spoons, embroidering them on samplers and asking me in a condescending way. How are your spoons today? I've grown so tired of spoons. I've started eating my lucky charms with a fork.



Angela Locashio 27:25

And then they go on to say you know Spoon Theory is great. But that really doesn't. That really doesn't give you the full aspect of what's going on. So introduce match theory. Guess what happens when you burn a match?



Molly Hicks 27:43

Goodbye.



Angela Locashio 27:44

It's gone. So it says, imagine waking up each morning with one fresh pack of matches. Get out of bed strike a match, watch it burn? Will it burn long enough to make it down the hall to the bathroom? Most mornings? No, it will not. So you strike another match. See, I can get a lot of

use out of a spoon. Most people can and do. But that's why the analogy doesn't work. So then they go on to say sometimes you have a full pack of mats of matches, but somebody has ripped off the striker. You're not going anywhere today. Because you can't let your matches.



Molly Hicks 28:24

Oh, that was last week.



Angela Locashio 28:26

Uh huh. And this is what we call a flare up.



Molly Hicks 28:31

mmmhhhhmmm



Angela Locashio 28:31

And then I know right, they go on, they go on to say then come the mornings where you wake up to the smell of sulfur. The last spark from last night's last match has landed on today's matches and incinerated them. You've done it again held the match for too long. Let it burn down to your fingers blister. It's your best friend's wedding. And by God you'll burn every last match down to ash to be there for her. I have like my body is seriously responding to this right now. And it did when I first read it and and I so love this, because this is what happens.



Molly Hicks 29:11

mhhmm



Angela Locashio 29:12

This is what happens is we we do we do that and we need to be able to say I have this last match. I only have this one. I cannot and I am not willing to spend this match on the thing that you want me to write. But when we say that, nine times out of 10 people just hand us a new box of matches. But that doesn't work. Those aren't our matches. They don't belong to us. They don't provide us energy or warmth in any way, shape or form. Some How magically, those matches don't help us. And that's, that's what we like, we need to understand that and help because I often feel like the asshole.



Angela Locashio 30:15

And the more serious I get into a work project, the more important a work project is. I'm more than happy to do it and to work on it. And I am the one who has the skill to do that. And people

are depending on me to do so.



Angela Locashio 30:34

Awesome.



Angela Locashio 30:37

These are the things that need to be in place for me to do that. Let's make that happen. Like,



Angela Locashio 30:45

right



Molly Hicks 30:46

but that directness just doesn't. It doesn't work. And as I have to say this, as I get further into the job that I am doing, and it gets bigger. It's important to me as a an ND person at the top of a company, who is going to be having a lot of interactions with employees, volunteers, stakeholders that I'm going to somehow hurt my company. I hurting relationships with my directness, even though these are people who should understand



Molly Hicks 31:30

You're shoulding on people.



Angela Locashio 31:31

I know, I know. Sorry. My responsibility to commute to communicate my needs, so that they are met up front. Not in the moment when I'm already burnt out.



Molly Hicks 31:48

Correct. And so this actually leads into what I you had said something earlier, and I was like, Whoa, I gotta say that. So one of the things that I indirectly do as a brand strategist who works with neurodivergent people is I help people process the fact that they're neurodivergent not in a therapy way, not in a like diagnosing. Well, they accidentally find themselves needing to go get a diagnosis half the time. But um, people are attracted to what I say because I'm outside the box. So fun. And so people who are not known to be neurodivergent end up coming to me and then like, through working together, figure out the neurodivergent.





Molly Hicks 32:26

So there's just a little bit of like, well, of course you're doing that because you probably struggle with these things, too. Yes, I do. Oh, okay. Well, then let's figure out why. And I think a lot of times people are like, I just can't do lists. Now I don't know why I made them a valley girl, but whatever. I just can't do lists. And the truth is, they crave lists a lot of times,



Angela Locashio 32:51

right.



Molly Hicks 32:51

And, and a lot of times it's not understanding how or why they need things. That fuels this, I can't do that I have ADHD, I can't do that. I'm autistic. I can't do this. Because I'm bipolar, Tourette's, whatever, um, I just named like, half the things both of us have. They were random. And where the real thing is. I would much rather people say in these moments of, I have this new diagnosis, and I really don't understand why I do any of the things that I do. I know that in order to achieve the goals that I have, I need to be able to do these things. But I don't know how to do them, and respect myself and my brain and respect those around me. Because that's really the question.



Angela Locashio 33:46

Right



Molly Hicks 33:46

That's the actual scenario or the question that need to be asked. And so one of the things that I do a lot is, okay, let's figure out why lists don't work for you. Well, they're not pink and blue, or purple, or whatever. I don't know, that you just watched with wednesday so



Angela Locashio 34:02

really, we have our least favorite color.



Molly Hicks 34:06

We watched Wednesday, and my kiddo was like, that's not Enid. She doesn't have pink and blue hair stuck in my head. Because we watched two minutes of it and in and Enid not have pink and blue hair in that scene. You know, okay, purple and orange, whatever. I don't, whatever. Um,





Angela Locashio 34:25

that's better.



Molly Hicks 34:27

Right? I don't know why I don't even like those. Anyway. Um, you know, I can't do it because it's not color coded. Right. Then color coded. I can't do it because it's printed. It's not it's in my handwriting and I can't handle my handwriting. Okay, then don't put it in your handwriting and type it out and print it out. I can't do it because it's on the computer. Then don't put it on the computer, put it on a list. On a piece of paper. I need the piece of paper to be two inches by three and a half inches. Then make a fucking sticky note that's two inches by three and a half inches. The point



Angela Locashio 35:00

Sorry environment that you need for your success as you define it.



Molly Hicks 35:04

Correct. There is no right way or wrong way to process the information. But we still have personal responsibility to ourselves, to find ways that work for us, and if we need help, that might be talking with a partner or talking with a friend, and going to them and being like, I need you to be real with me. And tell me what you observe me doing that you think might be done a different way, so that you can try something new. Yeah, most of the time, your friends probably have a lot of insight. And they're just not telling you because they didn't want to make you feel bad. Not that they're judging you. I didn't mean it, like they're judging you is just like it's just something we do. Like, like everybody is taking in information at all times, and doing something with that information. And they might have some insight to you that you didn't think about because you're not connecting the dots that they're connecting.



Angela Locashio 36:06

Seeing things from the outside is different than seeing things from the inside. We all know this. Yeah. And so for me, this conversation is coming from this the triggering conversations of the asshole CEO, the narcissist CEO. That is the last thing that I ever, ever, ever want to be. And I'm one of those people where nine times out of 10 When people first meet me, there are those few who are like, I just know that you're somebody who gets me and I want to spend all of my time, effort and energy getting to know you and talking to you. And awesome. But then there but then there are the other like 8.7 times where people they do not like me, because I'm standoffish, or what's intimidating, intimidating is the word. And that's, you know what, it's fine when it just affects me when it just affects me that's great. But when it affects something that I really care about it affects the other people in my life and affects my business. You know, me meeting a donor for time number one, and their first impression is this person's an asshole. That's not good. And I can't just up and cancel meetings because I'm having a hard day like I have a job to do.



Molly Hicks 37:49

Right I'm struggling right now because I've been on a lot of I've been getting a lot my for you page on TikTok a lot lately has been with black neurodivergent creators calling out white neurodivergent creators and saying unmask not only your neurodivergence, as you see fit. But please unmask your white privilege along with that, and how, as a neurodivergent person, you might have acquired patterns that are inherently racist and bigoted. And just,



Molly Hicks 38:30

I mean, you can't argue with that



Molly Hicks 38:32

isms, because you've been around those things and less so I can't argue



Molly Hicks 38:35

Can't argue with it,



Molly Hicks 38:37

because that's been coming into my mind that same thing with like, just don't be an asshat. That was a very military phrase I read



Angela Locashio 38:48

It's one of my favorites



Molly Hicks 38:55

now, you got me thinking of all the other ones that I know. Anyway, that that, where I'm coming from in my brain and you being like, I don't want to be an asshole because I'm direct and confident and all of these other things. That also just makes me feel like if you were a I'm not saying you have to be but like in the confines of



Angela Locashio 39:18

if I were a white, heterosexual, wealthy man in this position, I wouldn't even be considering that that would be an issue. Yes, no.



Molly Hicks 39:27

And, and so part of me is like, if they can't handle a confident, direct individual because at this point, if they're partnering with an ND organization or corporation or anything, that shouldn't even be an issue. Because they shouldn't shouldn't sue me. Should I No, no, I shouldn't. I've just heard of me is like, I get that If it is something you are are concerned about, I get why you're concerned about it. Fuck them. Like, essentially is where I'm at? Because do you want like, like, sorry, I'm kind of slightly in work mode at the moment because I'm like, kind of like, Yes, I get like this at work? Why would you want to partner with a person or organization that perceives you in a role of responsibility or having a bad day as an asshole in the first place? And don't tell me because they have money because you still wouldn't want their money if they were going to perceive things that way at all.



Angela Locashio 40:47

No, but there are plenty of N D individuals who, and there are plenty of nd individuals who the way their brain works. What they need is the opposite of what I need. Yeah. So I want to partner with them because they are a good allied organization. But this person, by me being direct, by me being just, this is the stuff that needs to get done. ABCD. We don't have time for conversation, we can figure out a time to have conversation later. But the point of this meeting is ABCD. And that's what we're going to focus on. That triggers RSD.



Molly Hicks 41:40

mmhmm



Angela Locashio 41:43

It's a trauma trigger. It's this is how I've been treated in every job that I've had by this narcissistic boss and this narcissistic boss.



Angela Locashio 41:54

I have to be aware of that, because that's, that's what's happening right now. Like, like, these are the conversations that are happening around neurodiversity and employment. And so I want to partner with them, because we are on the same page. Yes, but still, being that direct person, who oftentimes is, like, my executive function is affected by my sensory environment. Therefore, when I create my sensory environment, which I work from home, so I do, I am able to get a lot of shit done. Yeah. And people look at that, and assume that you don't need anything else. Right, this is where these these functioning labels don't frickin work and why we keep saying these don't work. But even within our community, we still judge people based on what we see, they are able to accomplish and able to do and able to produce. So again, it's my responsibility to set things up in a way so that I am able to work in a capacity that I need, while also respecting the needs of other people. So that we can get stuff done that we want to get done for our community.



Molly Hicks 43:34

Right. And so going back to your example of like activating or triggering all of these things, I want to go back to the theme of the episode, which is why can't I be accommodated to so as long as your email is saying, I understand that some individuals have RSD I, my brand of neuro spicy, I'm quickly going through this I'm not using you don't use these rewards, but like my brand of neuro spicy requires that I'd be direct and whatever I do want to acknowledge that I understand that you will be doing these things. If you have trauma, I understand that maybe being directly could trigger some type of narcissistic, relapse with bla bla bla, I understand all of these things. And I can accommodate these things on a regular basis. But due to the fact nature of this meeting, I need these things at another meeting. I am happy to accommodate these other things. I am asking for this accommodation. And as long as you are being direct and accommodating those things within that, then you are not being an asshole.



Angela Locashio 44:27

Correct. Now. Yes, I agree with you 100%. Now what happens if the other person is I'm really stressed out? I don't know. I really stressed out I need you know, something that regulates my nervous system is just having a nice chat and really feeling like I'm connected. And I need that time. Then we have to reschedule.



Molly Hicks 44:52

Yep



Angela Locashio 44:52

Like, I understand you need that right now. I can't give you that we need to reschedule that needs to be the norm that not saying and I guess That's the point of that of this episode is we need to change those norms to make things happen, or we need to say, which one of us is able to accommodate this today? Honestly, truthfully? And if neither one of us are, we need to reschedule.



Molly Hicks 45:21

Yeah. And that's something I try and talk to people about in the capacity of what I do as that client experience designing situation, I realized we're talking a little bit about my work today, but this is very relevant to that. And is saying, okay, are a lot of your people, ADHD, people who have time blindness or non ADHD, people who have time blindness, whoever, you know, if so, we need five emails leading up to the meeting to remind them to go to the meeting.



Molly Hicks 45:51

You know, do you work with a lot of people who need to be in the right mindset for a meeting? Because it's intense, and they need to have the right brain space? Okay, then, you know, the

morning of that meeting, you need to say, is this a good brain day? Yes, or No? If not, please reschedule? That's fine, if it isn't, and have those conversations and be comfortable. And a lot of times I find that why? By doing that, and having those spaces people are like, Oh, I can actually do this, this is not this is a good day, or no, this is not a good day, let's reschedule for, you know, two weeks from now, because I'm struggling, like, this does need to be normalized, because by me accommodating them, I'm accommodating myself, because having them in a meeting where they cannot do the things that I need, I am annoying the shit out of myself,



Angela Locashio 46:35

right? banging your head against a wall, not able to do problem solving, not able to come up with solutions, right.



Molly Hicks 46:42

And so I guess my point to all the things that you said, because speaking of time blindness, I swear it said 30 minutes,



Angela Locashio 46:49

I know I just looked I looked at the clock, I was like 45



Molly Hicks 46:56

I just kind of want to bring this around to like, sometimes as the accommodators us accommodating ourselves as building systems and accommodations for others, and giving them an out. So that we don't burn ourselves out trying to over not over accommodate, they do need the accommodations, but like, overextend ourselves to accommodate them. Sometimes asking for accommodations is literally just asking for the accommodations. And if that might just be like laying on the couch. Um, you know, whatever that is to you. And if you are a person who normally needs a lot of accommodations on a regular basis, and you sometimes are like, Well, why is so and so being an asshole today? I just kind of asked you to reframe that question into, jeez, they seem really frustrated and upset today.



Molly Hicks 47:50

What's going on and take a moment to kind of look at it, if you are not a person that can help them with that situation. And you know, somebody who is able to help, or maybe they just need alone time, as we've put, you know, just reframing that stuff in your head as like they may be an asshole today.



Angela Locashio 48:09

Do you need help? Or do you need to be left alone?



Molly Hicks 48:12

Right? Yeah, asking those questions. And then the third thing I know we're going to Well, I guess, third, and fourth is, like, let's get some more education out on the table for ourselves and for others about maybe having a user manual. So you can without words, be like, look at this and and just



Angela Locashio 48:32

maybe it's just like you have your LinkedIn and your website. In your email, you've got your user, you've got your user manual, right there a link to it in your email every single time. And again, we will put the link to that in your resources area.



Molly Hicks 48:49

And if you have any questions, we we hit so many things, right. That if you have any questions, please reach out to us. We would love to answer them. And we will see you next week.



Angela Locashio 49:07

Absolutely. All those things. Thanks for listening to drudgery dreams and in between a weekly live podcast coming to you every Tuesday at 9am Central 7am Pacific. If you're catching this live on YouTube, be sure to subscribe to our channel for updates when we're back here next week. For all your podcast geeks, subscribe on your favorite podcast app or on them all. If you'd like to support the podcast be sure to leave a rating and review and share with your friends. To catch all the latest from us. Visit us at [drudgery and dreams.com](http://drudgeryanddreams.com) and follow us on your favorite social media platforms at [drudgery and dreams](http://drudgeryanddreams.com). Thanks again. See you next time.