



Neurodiversity-affirming Language:

Autism: Characterized by diverse strengths in areas like detail-oriented thinking, creativity, and deep focus, often accompanied by unique social communication patterns and a strong moral compass.

ADHD/ADD: Characterized by a heightened sense of attention, often with strengths in creativity, hyperfocus, and rapid information processing.

Dyslexia: With unique strengths in visual-spatial processing, creativity, and holistic thinking, often with a different approach to reading and writing.

Dyscalculia: With unique strengths in creative problem-solving, abstract thinking, and conceptual understanding of numbers.

Dysgraphia: Characterized by unique approaches to written expression, often with strengths in verbal communication, creative thinking, and alternative ways of organizing and expressing ideas.

Dyspraxia: With unique strengths in spatial awareness, 3D thinking, and often exceptional creativity, sometimes with a different approach to movement and coordination.

Tourette's Syndrome: Characterized by a diverse range of neurological experiences, often with unique strengths in creativity, expressiveness, and physical coordination.

Epilepsy: A neurological condition that can affect brain activity, often with unique strengths in sensory perception, creativity, and heightened awareness.

Obsessive-Compulsive Disorder (OCD): Characterized by a strong sense of order, perfectionism, and a deep desire for control, often with unique strengths in attention to detail, and perseverance.

Jenine Lillian: Neurodiversity Consulting, Education, Advocacy & Resources

Jenine (Jenine, they/them) is an #ActuallyAutistic neurodiversity consultant and educator, librarian, artist and writer who provides training for employers and organizations to raise awareness of neurodiversity and reduce stigma, thereby increasing felt belonging of all neurotypes. Also available: one-on-one coaching for neurodivergent adults, webinars and workshops for neurodivergent adults to create sustainable income through entrepreneurship. Connect and collaborate with Jenine: info@jeninelillian.com and www.jeninelillian.com



Medical Model Language:

Autism: Neurodevelopmental disorder with impairments in social communication, restricted interests, repetitive behaviors, and sensory processing differences.

ADHD/ADD: Disorder characterized by inattention and/or hyperactivity-impulsivity that interferes with functioning across multiple settings.

Dyslexia: Learning disorder with difficulties in word recognition, decoding, and spelling, affecting reading comprehension.

Dyscalculia: Learning disorder affecting number sense, arithmetic fact memorization, calculation, and mathematical reasoning.

Dysgraphia: Learning disorder affecting written expression with difficulties in handwriting, spelling, and organizing thoughts on paper, despite adequate intelligence and motor ability.

Dyspraxia: Coordination disorder with difficulties acquiring and executing motor skills, impacting daily activities.

Tourette's Syndrome: Disorder featuring involuntary movements and vocalizations (tics), with onset before age 18.

Epilepsy: Neurological disorder characterized by recurrent, unprovoked seizures due to abnormal brain electrical activity.

Obsessive-Compulsive Disorder (OCD): Disorder featuring intrusive thoughts (obsessions) and/or repetitive behaviors/mental acts (compulsions) causing significant distress.

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