

Podcast Transcript - Perspectives on Neurodivergence in Coaching with guest Deborah Shukyn-Plageman

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00:00:02.650 --> 00:00:11.550

Coach Jen Anderson: Well, Hello! Out there, as you all know by now. I love to start every coaching session by asking my client what we can celebrate from their life.

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00:00:11.860 --> 00:00:16.080

Coach Jen Anderson: And of course it's it's a game changer for most of my clients, because

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00:00:16.100 --> 00:00:45.649

Coach Jen Anderson: honestly, most people walk through the world thinking about what's not right instead of what is right. And so I love the opportunity to set the stage for coaching. Coming from a place of positivity, we always come from a place of strengths with our clients. And so today we have a celebration coming from Cheryl, who is a very early Adopter Canadian coach. In other words. She's been around a long time since the very beginning, and she says that she's really proud that she gets to celebrate, that she sees more and more people

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00:00:45.710 --> 00:01:01.859

Coach Jen Anderson: coming to a place of really valuing, coaching to the point where they're recognizing it. And they they're asking for coaching. And in particular, she's seeing this even happening. When she goes out for a coffee with friends, they actively ask her to coach them in the moment.

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00:01:01.860 --> 00:01:18.134

Coach Jen Anderson: So we are definitely having that impact on the world. That we were all looking for so very long ago. And and Ps. Our guest today is also been in the world of coaching a very long time, so she probably can also share some perspectives about where we were and where we are now. But

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00:01:18.876 --> 00:01:30.439

Coach Jen Anderson: before we go into all of that. I would like to invite each of you listeners to send us a celebration just a couple of quick sentences about something that you're really happy about from your world of coaching.

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00:01:30.700 --> 00:01:55.750

Coach Jen Anderson: Do you have to keep in mind? The confidentiality is important in any coaching engagement, so you might not want to name names, but we are really happy to welcome you, to celebrate your coaching and the impact that you're having as an inspired coach in the world. So you can send that to Jennifer at coaching out of the boxcom. And I would be delighted to include you in our our celebrations in an upcoming podcast

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00:01:56.619 --> 00:02:25.080

Coach Jen Anderson: so today, our guest is Deborah Shuken. I think I got that right this time. Yes, she says, I did. So that's good. Deborah's gonna be she? Oh, good! Deborah's gonna be sharing her perspectives on neuro divergence in coaching deborah is an 18 year veteran, as I mentioned earlier credentialed coach. She is an lcf. Pcc. She's a mentor coach and was trained as an lcf Pcc. Assessor.

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00:02:25.421 --> 00:02:37.700

Coach Jen Anderson: She's also a coaching supervisor, and she's got a bunch of initials here that I'll read quickly. Emcc. ESIA. EIA senior practitioner and supervisor, and she is a certified Adhd coach.

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00:02:37.890 --> 00:02:47.300

Coach Jen Anderson: She's also two-time founder and co-host of podcast, and coaching, continuing professional development, community neuro divergently coaching

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00:02:47.690 --> 00:02:55.230

Coach Jen Anderson: and in terms of the client she serves in both coaching and supervision. Approximately 90% of our clients are neurodegent.

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00:02:55.710 --> 00:03:03.080

Coach Jen Anderson: She has a master's degree and 3 years of doctoral candidacy, all focused on research into the use of coaching

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00:03:03.150 --> 00:03:09.829

Coach Jen Anderson: to support people who experience barriers and marginalization to full participation in society.

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00:03:10.270 --> 00:03:15.809

Coach Jen Anderson: She's a practitioner researcher, leading research on Dei, in coaching supervision

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00:03:15.830 --> 00:03:22.420

Coach Jen Anderson: in partnership with a community employment organization which is founded by a member of the Nera divergent community

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00:03:22.650 --> 00:03:29.850

Coach Jen Anderson: and on a personal note, she is both an ally and member of the neurodivergent community as am I, Deborah?

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00:03:30.100 --> 00:03:35.449

Coach Jen Anderson: So to get you centered on our topic, Deborah has provided us with a quote.

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00:03:35.800 --> 00:03:40.220

Coach Jen Anderson: Do you ever wonder about the untapped potential in your coaching.

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00:03:40.490 --> 00:03:43.650

Coach Jen Anderson: What if some of your coaching clients are neuro divergent?

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00:03:43.900 --> 00:03:45.939

Coach Jen Anderson: What if you're narrow, divergent?

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00:03:46.450 --> 00:03:51.710

Coach Jen Anderson: The chances are high that neurodivergence is already present in your coaching practice

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00:03:51.940 --> 00:03:54.269

Coach Jen Anderson: in a world that is neurodiverse.

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00:03:54.550 --> 00:03:58.960

Coach Jen Anderson: Maybe neurodivergence is just hiding in plain sight.

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00:03:59.950 --> 00:04:07.019

Coach Jen Anderson: So while you're pondering that we'll take a quick break to hear from our inspiring sponsor, and then we'll be back with Deborah.

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00:04:15.500 --> 00:04:33.029

Coach Jen Anderson: Alright. Well, welcome back. And as a quick reminder today we're being inspired by our by our guest Deborah. She can plague me in regards to her work and supporting neuro divergent coaches and also providing coach training for working with neuro divergent clients so welcome, Deborah, it's really great to have you here.

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00:04:33.300 --> 00:04:43.770

Deborah Shukyn-Plageman: Thank you. I'm so excited to be here. I love the idea of of being inspired and inspiring. And so, yeah, that's amazing.

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00:04:43.770 --> 00:05:11.919

Coach Jen Anderson: Good. I guess I was inspired by all of that, somehow. Right? Well, good. I'm glad, and our our pre conversations have been so interesting. And so I'm really glad that our audience, our audience, is going to get a chance to hear your your thinking and what you've been creating around this really, I think, more relevant than ever topics. So I'm excited to kind of dig in with it. So I do think. And we talked about this, that the best place to start might be to define those terms

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00:05:12.331 --> 00:05:20.149

Coach Jen Anderson: neuro divergence and well, neurodiversity and neurodivergence, and so on. I invite you to kick us off with that.

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00:05:20.650 --> 00:05:35.016

Deborah Shukyn-Plageman: Yeah, so the language is, it's so interesting and so new. And it's emergent. And it's also subjective. Right? And so what you know, what matters in coaching is what is

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00:05:35.570 --> 00:05:51.359

Deborah Shukyn-Plageman: the person who's in front of you, and how you're having that conversation. And so I just, you know, think it's an idea to start at the beginning, right? So we've already thrown around a couple of terms neurodiverse city and neurodivergence.

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00:05:51.480 --> 00:06:07.060

Deborah Shukyn-Plageman: And so neurodiversity as it as I use it as it has been defined by Judy Singer in the 1990 S. So in our lifetime is sort of as a social movement

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00:06:07.080 --> 00:06:24.659

Deborah Shukyn-Plageman: that describes the idea that all human beings are different from each other. All human brains think of it as a big, beautiful rainbow. All human brains think, learn, process behave differently.

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00:06:24.720 --> 00:06:32.940

Deborah Shukyn-Plageman: So there is no such thing as the typical or the human brain. We all look different

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00:06:33.090 --> 00:06:34.760

Deborah Shukyn-Plageman: from that perspective.

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00:06:34.840 --> 00:07:03.770

Deborah Shukyn-Plageman: and then neuro divergence. If you think of the word divergent neurodivergence is the idea that think about the outliers, the the end ends of the rainbow. Maybe where the pot of gold is. And so neuro divergence is folks that maybe might be medically diagnosed or recognize their own selves as thinking, learning, processing

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00:07:03.900 --> 00:07:24.659

Deborah Shukyn-Plageman: quite differently from the rest of the world. And so you have neurodiversity, this big, beautiful rainbow. And you have neurodivergence. Folks that might fall under that might be folks diagnosed with most commonly you'd hear something like Adhd or autism

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00:07:25.653 --> 00:07:46.480

Deborah Shukyn-Plageman: and so that's kind of the the concept that we're working with. And to make matters even, maybe a little more complex is the idea that in the workplace more often than not, when we're talking about being neurodiverse at work, we're probably talking about being neurotent

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00:07:46.600 --> 00:07:47.730

Deborah Shukyn-Plageman: at work.

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00:07:47.800 --> 00:07:53.130

Deborah Shukyn-Plageman: but as it's commonly referred to is neurodiversity at work.

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00:07:53.410 --> 00:07:55.670

Deborah Shukyn-Plageman: So it's kind of a big.

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00:07:56.100 --> 00:07:59.640

Deborah Shukyn-Plageman: big, interesting, evolving vocabulary.

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00:08:00.200 --> 00:08:03.480

Coach Jen Anderson: And and so much of it is.

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00:08:03.690 --> 00:08:11.579

Coach Jen Anderson: I think, recently more so. Emerging there's a greater awareness than there ever has been before and

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00:08:12.064 --> 00:08:16.109

Coach Jen Anderson: you know, prior to if, just a few months ago.

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00:08:16.260 --> 00:08:35.040

Coach Jen Anderson: I didn't even realize that, having been diagnosed with Adhd way back in the nineties since you referenced that earlier. I did not know that I was considered to be neuro divergent. So I think one of the questions I want to ask you is about that quote where you say hiding in plain sight.

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00:08:35.080 --> 00:08:39.019

Coach Jen Anderson: What do you think you'd like to share with with our listeners about

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00:08:39.610 --> 00:08:41.020

Coach Jen Anderson: that reality?

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00:08:42.250 --> 00:08:44.881

Deborah Shukyn-Plageman: Well, I think that we have

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00:08:45.500 --> 00:08:52.710

Deborah Shukyn-Plageman: 1st of all, you know, depending on where you consult, we're talking about 10% or 20% of the world's population here.

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00:08:53.120 --> 00:09:04.679

Deborah Shukyn-Plageman: And so, you know, ask yourself, are 10 or 20% of the people you know? Do they? Are they stating that they are a member of the neurodivergent community.

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00:09:05.210 --> 00:09:06.560

Deborah Shukyn-Plageman: probably not.

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00:09:06.560 --> 00:09:08.093

Coach Jen Anderson: Probably not.

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00:09:09.356 --> 00:09:10.350

Deborah Shukyn-Plageman: And so

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00:09:10.480 --> 00:09:18.519

Deborah Shukyn-Plageman: that kind of leads me to the the idea that maybe we're hiding in plain sight, you know, in in the end of the day. We're all human beings.

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00:09:18.660 --> 00:09:25.150

Deborah Shukyn-Plageman: And if you're really a keen observer of humans as as we are in coaching.

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00:09:25.250 --> 00:09:32.609

Deborah Shukyn-Plageman: you're probably noticing that there are certain ways that certain folks are showing up.

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00:09:33.140 --> 00:09:34.740

Deborah Shukyn-Plageman: and so

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00:09:34.810 --> 00:09:44.740

Deborah Shukyn-Plageman: whether that's disclosed, whether it's diagnosed or not, it's probably a good idea as a coach to think about

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00:09:45.530 --> 00:09:48.270

Deborah Shukyn-Plageman: how you might adapt your coaching.

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00:09:48.320 --> 00:09:54.090

Deborah Shukyn-Plageman: based on what neurological profiles might show up.

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00:09:55.530 --> 00:10:03.900

Coach Jen Anderson: makes perfect sense, in fact, a couple of quick, just anecdotes. As I was preparing for today, I was thinking about how often

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00:10:03.960 --> 00:10:05.846

Coach Jen Anderson: people who

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00:10:07.560 --> 00:10:09.280

Coach Jen Anderson: may fall on that

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00:10:09.350 --> 00:10:17.219

Coach Jen Anderson: in that category I don't want. I'm I'm hesitating here, because who am I to say right? I have no basis for for saying that. But

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00:10:17.390 --> 00:10:19.289

Coach Jen Anderson: how interesting is when somebody says

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00:10:19.500 --> 00:10:24.789

Coach Jen Anderson: I love having you as my coach, because you just seem to understand me when so many people don't.

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00:10:25.805 --> 00:10:26.160

Deborah Shukyn-Plageman: Yeah.

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00:10:26.160 --> 00:10:31.430

Coach Jen Anderson: And I've always been humbled by that. It's actually bringing up a little bit of emotion for me in that.

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00:10:31.450 --> 00:10:34.310

Coach Jen Anderson: because I do know I do understand

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00:10:35.357 --> 00:10:39.399

Coach Jen Anderson: what it's like to feel like. Wow! Not everyone understands me.

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00:10:39.742 --> 00:10:49.389

Coach Jen Anderson: And and what comes with that. But so the opportunity within that, as a coach. And then, earlier today, I was talking with one of my clients who is coaching someone who is

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00:10:49.647 --> 00:11:05.460

Coach Jen Anderson: has been diagnosed with Adhd, and she was talking about wanting to really serve her. Well, I mean, her heart isn't wanting to serve, and she said, I just don't know if the value is there, and I know it's up to to my client to tell me whether the value is there. And so I told her that we were going to be

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00:11:05.822 --> 00:11:12.469

Coach Jen Anderson: that you were my guest today, so sharing that with her. So this is just feels as though it's really coming on

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00:11:12.942 --> 00:11:22.760

Coach Jen Anderson: to have a bigger importance, and in our community at least, my little bit of it. So so, Deborah, what brought you to deciding that you were going to put this emphasis on, and your coaching.

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00:11:24.150 --> 00:11:32.619

Deborah Shukyn-Plageman: Well, goodness, I think there's there's many things, but I think maybe I want to share some of my my personal history.

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00:11:32.740 --> 00:11:37.689

Deborah Shukyn-Plageman: And so my daughter.

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00:11:37.860 --> 00:11:40.729

Deborah Shukyn-Plageman: and I think this is is true for many of us.

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00:11:40.790 --> 00:11:48.380

Deborah Shukyn-Plageman: And so, my daughter, early on she was diagnosed with learning disabilities and some invisible disabilities.

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00:11:48.630 --> 00:11:51.290

Deborah Shukyn-Plageman: and after her second concussion

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00:11:51.580 --> 00:11:55.019

Deborah Shukyn-Plageman: she was diagnosed with a DHD.

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00:11:55.710 --> 00:12:03.440

Deborah Shukyn-Plageman: And so one of the things that we're recognizing. And as the diagnostic criteria is evolving beyond

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00:12:03.830 --> 00:12:07.190

Deborah Shukyn-Plageman: little boys who are hyperactive.

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00:12:07.940 --> 00:12:20.960

Deborah Shukyn-Plageman: then we're we're starting to see, you know, some broadening of the the diagnostic criteria and some broadening of of the the criteria in general. And so

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00:12:21.800 --> 00:12:26.829

Deborah Shukyn-Plageman: I want to say that my daughter initially brought me to the topic.

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00:12:27.150 --> 00:12:35.290

Deborah Shukyn-Plageman: There was some recognition that I had an affinity for coaching some folks who might

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00:12:35.420 --> 00:12:39.770

Deborah Shukyn-Plageman: more typically be neuro divergent engineers.

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00:12:40.130 --> 00:12:42.329

Deborah Shukyn-Plageman: folks in Silicon Valley

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00:12:42.350 --> 00:12:44.949

Deborah Shukyn-Plageman: folks in the military.

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00:12:45.000 --> 00:12:47.980

Deborah Shukyn-Plageman: And I just love that work.

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00:12:48.020 --> 00:12:56.150

Deborah Shukyn-Plageman: And as I became more aware and more familiar, and then I took some training, and that

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00:12:56.370 --> 00:13:02.499

Deborah Shukyn-Plageman: kind of started me on a pathway. And, to make a long story short, last year

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00:13:02.710 --> 00:13:05.610

Deborah Shukyn-Plageman: I was diagnosed myself.

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00:13:07.030 --> 00:13:13.149

Deborah Shukyn-Plageman: and so I think you know, we show up from many different pathways.

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00:13:13.360 --> 00:13:18.929

Deborah Shukyn-Plageman: You know we have late diagnosis. We have acquired brain injury sometimes.

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00:13:20.330 --> 00:13:22.520

Deborah Shukyn-Plageman: I've always been sort of.

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00:13:22.600 --> 00:13:29.129

Deborah Shukyn-Plageman: I come from a family of social justice warriors. My mother was a

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00:13:30.096 --> 00:13:31.610

Deborah Shukyn-Plageman: social worker.

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00:13:31.870 --> 00:13:36.430

Deborah Shukyn-Plageman: My father was a groundbreaking educator.

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00:13:37.170 --> 00:13:40.200

Deborah Shukyn-Plageman: and so it's I think it's in my blood.

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00:13:40.870 --> 00:13:41.940

Deborah Shukyn-Plageman: and

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00:13:42.000 --> 00:13:43.480

Deborah Shukyn-Plageman: I think this is

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00:13:43.940 --> 00:13:46.669

Deborah Shukyn-Plageman: you know. What I now know about myself

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00:13:46.920 --> 00:13:51.680

Deborah Shukyn-Plageman: is that there's a certain ease amongst folks

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00:13:51.720 --> 00:13:59.830

Deborah Shukyn-Plageman: who are neurodivergent in our conversation. And so there was that natural attraction to my practice

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00:13:59.950 --> 00:14:07.029

Deborah Shukyn-Plageman: for clients. So it's been quite an interesting journey. And then research kind of comes alongside that.

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00:14:08.253 --> 00:14:12.909

Coach Jen Anderson: And I think you told me that being a researcher is

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00:14:13.330 --> 00:14:23.110

Coach Jen Anderson: I don't know what language you use now. It was a couple of weeks that we talked. But kind of you're you're at at your at your core. In your heart of hearts you are a researcher.

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00:14:24.460 --> 00:14:28.640

Deborah Shukyn-Plageman: Yeah. And I'm you know, I learn. I want to say I learn more

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00:14:28.690 --> 00:14:31.640

Deborah Shukyn-Plageman: literally every day about how

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00:14:32.830 --> 00:14:34.819

Deborah Shukyn-Plageman: how my happiness

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00:14:36.260 --> 00:14:38.230

Deborah Shukyn-Plageman: intersects with

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00:14:38.440 --> 00:14:58.089

Deborah Shukyn-Plageman: my relaxing into the things that are natural to my neurotype. So I am happiest when I'm in my rabbit hole, researching and reading and talking about my topic of quote unquote special interest which just happens to be neuro divergence in coaching.

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00:14:58.643 --> 00:15:01.963

Coach Jen Anderson: And so you're in your happy place right now? Because I wanna.

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00:15:02.240 --> 00:15:03.240

Deborah Shukyn-Plageman: I am.

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00:15:03.240 --> 00:15:12.269

Coach Jen Anderson: Lower that a little bit more with you. What given that we have such limited time? What would you most like to convey about neuro divergence and coaching.

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00:15:14.580 --> 00:15:15.350

Deborah Shukyn-Plageman: Hmm!

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00:15:17.560 --> 00:15:19.129

Deborah Shukyn-Plageman: So I think

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00:15:20.180 --> 00:15:26.720

Deborah Shukyn-Plageman: couple of things. So one is that there are several lenses right? So there's

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00:15:28.280 --> 00:15:30.510

Deborah Shukyn-Plageman: There's how we coach.

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00:15:31.320 --> 00:15:32.360

Deborah Shukyn-Plageman: There's

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00:15:32.720 --> 00:15:40.339

Deborah Shukyn-Plageman: who we are as a coach, and then there's who our clients are as a coach, as a coach. Rather

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00:15:41.219 --> 00:15:44.909

Deborah Shukyn-Plageman: and I want to say that in many cases.

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00:15:45.130 --> 00:15:48.470

Deborah Shukyn-Plageman: And you mentioned this earlier about strengths.

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00:15:49.227 --> 00:15:51.080

Deborah Shukyn-Plageman: In many cases

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00:15:51.370 --> 00:15:55.000

Deborah Shukyn-Plageman: sitting with someone who is neuro divergent and helping them

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00:15:56.055 --> 00:15:56.670

Deborah Shukyn-Plageman: really

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00:15:56.770 --> 00:15:58.440

Deborah Shukyn-Plageman: take off their mass

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00:15:59.670 --> 00:16:01.780

Deborah Shukyn-Plageman: and really contemplate

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00:16:02.250 --> 00:16:07.480

Deborah Shukyn-Plageman: who they are at their core, and what makes them strong.

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00:16:08.940 --> 00:16:13.790

Deborah Shukyn-Plageman: and then try and help very often through storytelling

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00:16:14.730 --> 00:16:17.700

Deborah Shukyn-Plageman: and mirroring back those stories?

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00:16:17.950 --> 00:16:21.009

Deborah Shukyn-Plageman: How can we bring that to bear

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00:16:21.220 --> 00:16:22.539

Deborah Shukyn-Plageman: in a world

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00:16:22.930 --> 00:16:25.590

Deborah Shukyn-Plageman: that wasn't designed for you

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00:16:25.880 --> 00:16:26.820

Deborah Shukyn-Plageman: and me?

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00:16:27.370 --> 00:16:28.140

Coach Jen Anderson: Night

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00:16:28.390 --> 00:16:32.459

Coach Jen Anderson: that really struck me. I listened. I I told you I listened to one era podcast.

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00:16:32.990 --> 00:16:42.622

Coach Jen Anderson: Episodes about being neurot divergent in a neuro normative world. I hope I'm using the language correctly. I apologize if I don't.

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00:16:43.330 --> 00:16:47.519

Coach Jen Anderson: And I was thinking about my core coaching program that I established

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00:16:47.660 --> 00:16:49.399

Coach Jen Anderson: 25 years ago.

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00:16:49.790 --> 00:17:09.590

Coach Jen Anderson: Well, my book is based on it's called Plant yourself where you will bloom. So it's really helping people to find where it is that they're that unique work environment, that the W. Where they're meant to be. And as I was listening to your podcast. Episode. I was thinking, Well, that sure explains my earliest body of work

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00:17:09.599 --> 00:17:15.859

Coach Jen Anderson: that so many of us do not fit into that necessarily kind of normal

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00:17:16.060 --> 00:17:27.549

Coach Jen Anderson: work environment. And and then I've unconsciously been trying to support people. Possibly and I'm wondering how many coaches out there have also, without knowing it.

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00:17:27.609 --> 00:17:33.439

Coach Jen Anderson: been drawn to this. So I don't. There's something you want to speak to there. Any thoughts around.

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00:17:34.460 --> 00:17:48.509

Deborah Shukyn-Plageman: Yeah, yeah, there's a couple of things that come to mind. So 1st of all, yeah, I think there are many of us who are hiding in plain sight. Who have, you know, if we think about the population of coaches.

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00:17:48.660 --> 00:17:53.399

Deborah Shukyn-Plageman: very often late stage career, and so on.

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00:17:53.440 --> 00:18:02.369

Deborah Shukyn-Plageman: We have found ways of being in the world like this is not your child's, Adhd. We have found ways of being in the world.

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00:18:02.947 --> 00:18:19.560

Deborah Shukyn-Plageman: Sometimes we need a little help from a coach, from our own coaches, from our own coaching supervisors. But by and large we've found ways of being in the world that work for our particular brand of neurotype.

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00:18:21.260 --> 00:18:26.720

Deborah Shukyn-Plageman: And then I want to say that the crawlery to that, too, is

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00:18:26.950 --> 00:18:30.909

Deborah Shukyn-Plageman: I, the Social Justice warrior and me says.

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00:18:31.820 --> 00:18:36.270

Deborah Shukyn-Plageman: and how have we weeded folks like us out.

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00:18:37.540 --> 00:18:50.179

Deborah Shukyn-Plageman: and that's kind of where my gladness in coaching meets my social justice warrior in becoming a coach educator, mentor, and supervisor.

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00:18:52.103 --> 00:18:52.809

Deborah Shukyn-Plageman: Which is

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00:18:54.200 --> 00:19:02.169

Deborah Shukyn-Plageman: How can folks who are hiding in plain sight, who maybe don't know it, who are struggling, getting credentialed?

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00:19:02.260 --> 00:19:05.859

Deborah Shukyn-Plageman: How can we help you to

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00:19:06.170 --> 00:19:10.220

Deborah Shukyn-Plageman: make your way in a very linear

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00:19:10.450 --> 00:19:16.149

Deborah Shukyn-Plageman: environment where we have competency based assessments where we have

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00:19:16.600 --> 00:19:23.869

Deborah Shukyn-Plageman: a very strict regime of online testing. And so on. How can

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00:19:23.900 --> 00:19:38.359

Deborah Shukyn-Plageman: how can we? How can I help you through that? And how can through my work I help the profession become more accessible to more folks like us. That's really a big part of of my being here.

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00:19:38.360 --> 00:19:39.480

Coach Jen Anderson: Hmm,

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00:19:40.990 --> 00:19:44.979

Coach Jen Anderson: what are some things that you're seeing as possibilities, around that.

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00:19:49.600 --> 00:19:53.780

Deborah Shukyn-Plageman: that's a good question. Yeah. What are some things that I'm seeing as possibilities?

163

00:19:53.930 --> 00:20:07.929

Deborah Shukyn-Plageman: Well, I'm you know. One of the things that I'm taking apart is is is the competency model. So we're we're in sort of you're you're talking to us mid design of a program that we'll be releasing this year.

164

00:20:07.930 --> 00:20:08.380

Coach Jen Anderson: Okay.

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00:20:08.380 --> 00:20:10.220

Deborah Shukyn-Plageman: That is going to

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00:20:10.530 --> 00:20:16.230

Deborah Shukyn-Plageman: both be adaptable for neurodivergent coaches, but also help

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00:20:16.640 --> 00:20:21.279

Deborah Shukyn-Plageman: all coaches to be adaptable with neurodivergent humans.

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00:20:21.280 --> 00:20:26.399

Coach Jen Anderson: Right. Cause you've got that 2 sides of the the one coin that you're dancing. Yeah, today.

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00:20:26.400 --> 00:20:27.420

Deborah Shukyn-Plageman: Absolutely.

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00:20:27.420 --> 00:20:31.609

Coach Jen Anderson: Which I'm sure you're comfortable with me, doing absolutely.

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00:20:31.610 --> 00:20:40.479

Deborah Shukyn-Plageman: Absolutely. And then you know, how do we take this this linear thing? That is this competency model? And how do we?

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00:20:41.000 --> 00:20:44.430

Deborah Shukyn-Plageman: How do we put the neural divergent lens to that.

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00:20:44.430 --> 00:20:45.010

Coach Jen Anderson: Hmm.

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00:20:45.780 --> 00:20:52.860

Deborah Shukyn-Plageman: And how do we then support you in supporting your clients? So that's that's really lots of fun.

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00:20:53.932 --> 00:21:05.029

Deborah Shukyn-Plageman: And then how do we integrate things like strength-based models. And you know, so we're we're, you know, we're really putting our our minds to all the different

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00:21:05.160 --> 00:21:10.989

Deborah Shukyn-Plageman: pathways and and research that's available, which is not a lot.

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00:21:11.210 --> 00:21:13.530

Coach Jen Anderson: Hmm, right? Yeah.

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00:21:13.770 --> 00:21:23.349

Coach Jen Anderson: Well, something you just said remind me is something that you wrote to me. And I told you pre show. And I was gonna ask you about. Oh, it was the the world will be a great place when

179

00:21:23.610 --> 00:21:26.940

Coach Jen Anderson: and it was about the accommodations.

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00:21:27.160 --> 00:21:39.870

Coach Jen Anderson: Do you remember how, what you answer to that I'll I'll read your answers. So you said the world will be a great place when we truly understand that what we now think of as accommodations are actually a collection of best practices that benefit all human beings.

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00:21:40.240 --> 00:21:44.390

Coach Jen Anderson: And so I'm connecting that to what you just said about how the world of coaching can

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00:21:44.560 --> 00:21:45.850

Coach Jen Anderson: can evolve

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00:21:46.340 --> 00:21:49.379

Coach Jen Anderson: to be more inclusive of this. So what would you like to share.

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00:21:49.380 --> 00:21:53.059

Deborah Shukyn-Plageman: Yeah, it's quite interesting, right? Because you know, I've been

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00:21:53.570 --> 00:21:57.340

Deborah Shukyn-Plageman: so my jam is primarily leadership coaching.

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00:21:57.830 --> 00:22:08.560

Deborah Shukyn-Plageman: And so you know, I'm reading about. You know what research there is on neurodiversity in the workplace. And I'm reading, you know, research, that's 2,023,

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00:22:08.990 --> 00:22:12.300

Deborah Shukyn-Plageman: 2,024 publications.

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00:22:13.091 --> 00:22:17.429

Deborah Shukyn-Plageman: And just kind of bringing all of that together.

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00:22:17.880 --> 00:22:19.779

Deborah Shukyn-Plageman: And yet

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00:22:20.300 --> 00:22:25.039

Deborah Shukyn-Plageman: I'm not seeing a lot published in that arena

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00:22:25.810 --> 00:22:27.880

Deborah Shukyn-Plageman: about coaching.

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00:22:29.310 --> 00:22:54.759

Deborah Shukyn-Plageman: And so I'm wondering if we start to think about that from. I'm very interested in coaching from an inward facing perspective. Most of the research is, what is our return on investment, and what are we doing? And so on and so forth. But I'm very interested in how are we making not just the workplace accessible, but the workplace for coaches accessible.

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00:22:55.545 --> 00:22:55.890

Coach Jen Anderson: Hmm.

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00:22:56.334 --> 00:22:59.000

Deborah Shukyn-Plageman: Because that's a funny thing about

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00:22:59.230 --> 00:23:06.390

Deborah Shukyn-Plageman: folks like me, with my neurological profile, ethics and morality are

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00:23:06.520 --> 00:23:23.300

Deborah Shukyn-Plageman: really always front and center, almost a linear in a linear way. So I'm like, if it's happening in in large organizations out there. And we are a 23 billion dollar industry in coaching.

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00:23:23.430 --> 00:23:27.199

Deborah Shukyn-Plageman: How come we're not looking inward about how to make this

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00:23:27.330 --> 00:23:31.359

Deborah Shukyn-Plageman: business of coaching, of becoming a coach

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00:23:31.380 --> 00:23:33.279

Deborah Shukyn-Plageman: more accessible.

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00:23:37.550 --> 00:23:40.660

Coach Jen Anderson: Important conversation. I wish we had more time

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00:23:41.192 --> 00:23:50.219

Coach Jen Anderson: to talk about. The good news is, you do have a podcast for coaches who are interested. So if you could share the name of your podcast and where it's available.

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00:23:50.490 --> 00:24:00.249

Deborah Shukyn-Plageman: I would love to. So the podcast is called neuro, divergently coaching, and that is myself and my co-host, Terry, Donahue

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00:24:00.590 --> 00:24:01.665

Deborah Shukyn-Plageman: and

204

00:24:02.960 --> 00:24:14.784

Deborah Shukyn-Plageman: that can that can be found on everywhere. Your podcasts are found. We're on virtually every podcast spotify apple, all the places

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00:24:16.090 --> 00:24:24.149

Deborah Shukyn-Plageman: and you can find neuro divergently coaching on LinkedIn. That's myself and my partner.

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00:24:24.190 --> 00:24:25.700

Deborah Shukyn-Plageman: Terry Donahue.

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00:24:25.800 --> 00:24:32.509

Deborah Shukyn-Plageman: on LinkedIn, and then you can find me at persona grata, consulting also on LinkedIn.

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00:24:33.090 --> 00:24:40.290

Deborah Shukyn-Plageman: and what you might want to reach out to me for is conversations like this always?

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00:24:41.070 --> 00:24:48.910

Deborah Shukyn-Plageman: But more specifically, if you have a referral that's beyond your scope of practice. That is somebody who is neuro divergent.

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00:24:48.930 --> 00:25:00.730

Deborah Shukyn-Plageman: I'd happily take your referrals. I'd happily take take you on as a mentee, particularly if you're looking to

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00:25:00.940 --> 00:25:04.770

Deborah Shukyn-Plageman: go to the next level, credentialing wise.

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00:25:04.930 --> 00:25:11.580

Deborah Shukyn-Plageman: and then coaching supervision, which is really creating a space for a more reflective practice.

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00:25:12.130 --> 00:25:18.250

Deborah Shukyn-Plageman: Yeah. So I'm I'd love to be there for all of those things for all of the listeners that resonate.

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00:25:18.250 --> 00:25:24.689

Coach Jen Anderson: Yeah. And I, I especially can see how like the supervision piece would be so incredibly helpful for

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00:25:24.720 --> 00:25:29.739

Coach Jen Anderson: for coaches who are recognizing, even maybe in this conversation for the 1st time, that

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00:25:29.900 --> 00:25:33.410

Coach Jen Anderson: Aha! This may be a place to grow

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00:25:33.470 --> 00:25:41.020

Coach Jen Anderson: as as a coach right being able to to evolve this, the skills and the abilities for this population as well.

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00:25:41.385 --> 00:25:55.159

Coach Jen Anderson: So thank you. I'm glad that you you've let everybody know. I I love to always ask, what's your next stretch? I know you've got your fingers and all kinds of fun things. So what would you like to share with us about what your next stretches as a coach.

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00:25:56.360 --> 00:26:00.979

Deborah Shukyn-Plageman: Yeah. So I think I still probably have a few good years ahead of me.

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00:26:02.200 --> 00:26:11.880

Deborah Shukyn-Plageman: So this fall my partners, my partners, and I will be releasing a package of Cce that's continuing professional development units.

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00:26:11.880 --> 00:26:12.300

Coach Jen Anderson: Yeah.

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00:26:12.300 --> 00:26:16.390

Deborah Shukyn-Plageman: For coaches and for leaders who want to be more neuro, inclusive.

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00:26:17.440 --> 00:26:31.899

Deborah Shukyn-Plageman: And even as I approach the final stages of my current coaching research. I'm excited about the possibilities of being published in academic journals. So that would be my 1st academic publishing.

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00:26:33.210 --> 00:26:34.450

Deborah Shukyn-Plageman: And

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00:26:34.540 --> 00:26:47.270

Deborah Shukyn-Plageman: as typical for my neurotype, I'm also considering what my next big research project will be. And so I'm looking for research funders, particularly, and partners.

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00:26:47.960 --> 00:26:55.979

Deborah Shukyn-Plageman: and then I know that both book chapters and a whole book are definitely on the horizon for me.

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00:26:55.980 --> 00:27:18.158

Coach Jen Anderson: That makes absolute sense. Yeah. Oh, good I was. You know my philosophy is we're growing, or we're not. and dot so. So thank you for being a wonderful example of that for everyone as well. And I'm looking at. I'm looking at your beautiful water color behind you there, and I'm thinking there may need to be a rainbow.

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00:27:18.500 --> 00:27:19.549

Deborah Shukyn-Plageman: Score the product.

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00:27:19.550 --> 00:27:24.910

Coach Jen Anderson: Hold it there. But anyway, I just love that imagery. By the way, that really touched my heart.

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00:27:25.390 --> 00:27:36.379

Deborah Shukyn-Plageman: Oh, I'm so glad! And I, you know, and I will share this because I you just you just lit me up my daughter recently re and did my whole rebranding.

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00:27:36.785 --> 00:27:37.190

Coach Jen Anderson: Hmm.

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00:27:37.190 --> 00:27:42.419

Deborah Shukyn-Plageman: And so this is my daughter's in marketing, so I was very lucky to get her.

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00:27:42.420 --> 00:27:42.900

Coach Jen Anderson: And.

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00:27:42.900 --> 00:27:46.509

Deborah Shukyn-Plageman: Yeah. And so my my daughter designed that logo from.

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00:27:46.510 --> 00:27:48.430

Coach Jen Anderson: Wonderful.

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00:27:48.510 --> 00:27:49.670

Coach Jen Anderson: beautiful.

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00:27:50.040 --> 00:27:50.950

Deborah Shukyn-Plageman: Yeah.

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00:27:50.950 --> 00:27:58.910

Coach Jen Anderson: Alright. Well, if you could hang on for just a couple of extra minutes, we're gonna break for just a moment, and then I'm gonna come back and share

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00:27:58.940 --> 00:28:03.809

Coach Jen Anderson: with everyone how you can become a guest of the show, so we'll be right back

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00:28:10.100 --> 00:28:15.479

Coach Jen Anderson: alright. Welcome back everyone. So I promised to tell you how to apply to be a guest.

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00:28:15.911 --> 00:28:42.156

Coach Jen Anderson: We're always looking for inspiring guests like Deborah, of course. So the inspiring coaching show is looking for inspiring guests. If you're interested in joining me on the show, please send an email to Jennifer at coaching out of the boxcom and include your topic

idea and a short blurb on how you think it will inspire coaches to bring their professional dreams to life. And of course, if you want to refer someone to us as well. That would be a great way to reach me.

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00:28:43.080 --> 00:28:57.289

Coach Jen Anderson: alright. So, as we know, expressing gratitude is fundamental to who we are as coaches in the world. So, Deborah, thank you so much for being willing to be here today. I know you have a full plate, and you just are just

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00:28:57.650 --> 00:29:04.240

Coach Jen Anderson: loving life. And so the fact that you shared as much as you did with us today is truly grateful for you.

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00:29:04.610 --> 00:29:07.579

Deborah Shukyn-Plageman: I'm so happy to be invited. Thank you, Jen.

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00:29:07.580 --> 00:29:36.140

Coach Jen Anderson: Oh, good, good! Thank you. And I wanna thank our inspiring sponsor, the International Coaching Group, who actually connected me to Deborah. In the 1st place, we'll acknowledge that and I wanna thank all of our listeners. You know you're here because you're committing yourself to constantly seeking inspiration to be who you wanna be as a coach in the world. So thank you. Thank you so much for taking your time and be sure to subscribe to the the program so that you get all of the inspiring

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00:29:36.562 --> 00:29:45.850

Coach Jen Anderson: podcast episodes that are upcoming. And until next time, I'm Jen Anderson, master certified coach. And this is the inspiring coaches show.

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00:29:49.990 --> 00:29:50.720

Coach Jen Anderson: Okay?