



**ADHD/ADD  
AUTISM SPECTRUM  
DCD/DYSPRAXIA  
DYSLEXIA  
DYSCALCULIA AND  
MANY MORE...**

Neuro-Diverse  
Natures Keynote



**DISCOVER THE  
BEAUTY  
UNLEASH THE  
POTENTIAL**



**SHORTLISTED  
POSITIVE ROLE  
MODEL  
UK NATIONAL  
DIVERSITY AWARDS**



*Today's Top Tip*  
*Unleash the power of  
the Neuro-Diverse  
Brain*  
*Work with your strengths  
and turn on the light!*  
mccas.co.uk

**FREE ACCESS TO  
COACHING GUIDES  
FOR THE  
NEURODIVERSE**

# EXPLORING NEURO-DIVERSE NATURES EVENT - IN SUPPORT OF THE DYSPRAXIA FOUNDATION UK

Meet Monique  
[www.mccas.co.uk](http://www.mccas.co.uk)

Public Speaker

Bi-Lingual

From Gibraltar

Buffy Fan

Lived in Mallorca

Self-Employed

Author

Blogger

Mother

Trekkie

Irlen Syndrome

Carer

Dyspraxic

Wife

Sister

Whovian

Hypnotherapist

DysLexic

Autism Spectrum Disorder

Life Coach

Lived in Malta

NLP Practitioner

Live Action Role-Player

Supernatural Fan

Dyslexia Coach

Researcher

Entrepreneur

Unique

Student

Activist

School Governor

Community Worker

Politician

W A I T E R S

Aunty

Committee Member

Councillor

Daughter

Trainer

Consultant

Hyper Mobile

Disabled

Proprietor

ADVOCATE

PROFESSIONAL

English Specialist

Trustee

Can Any One 'Label' Define me?  
Each one of these 'labels' has helped to make me who I am today, and I am grateful for the experience each one has given me.  
Make sure you are looking at the whole person and not just one label!

## The Coaching & Advocacy Service Specialising in Neuro-Diversity

Coming to Swansea University to celebrate Dyspraxia Awareness Week.

Come and meet Monique, listen to her journey through Neuro-Diversity and see for yourself what all the hype is about!

**Wed 14-Oct-2015**

**Fulton House**

**13:00 till 17:00**

Book The  
Coaching &  
Advocacy Service  
Now to organise a  
Neuro-diverse  
Natures event by  
calling

**03330 147730**

## Dyspraxia Awareness Week

This year dyspraxia awareness week runs from Sunday 11th - Friday 17th October. The Coaching & Advocacy Service will be hosting an event at Swansea University in support of the Dyspraxia Foundation UK.

Will you take advantage of this opportunity to raise your understanding of dyspraxia and other co-occurring neuro-diverse differences which can present difficulties for students. The Coaching & Advocacy Service will provide insight into the challenges but also provide all with insightful ways to combat many of these difficulties.

The event will be structured as follows:

There will be an hour long power point presentation and discussion, so please turn up on time. This will be followed by a short workshop covering topics like how to identify potential barriers to learning and how to devise effective coping strategies to maximise outputs in order to achieve your full academic potential. There will then be a brief signposting service to organisations like the Dyspraxia Foundation, British Dyslexia Association, the National Autistic Society, Autistic UK, Social Media support groups and many support networks. The event will end with a five minute summary of the services the Coaching & Advocacy Service offer.

This event will be suitable for anyone who deals with neuro-diversity. Whether they are students who face challenges themselves, disabled student support staff, or lecturers who want to better understand the difficulties their neuro-diverse students encounter, this event will have relevance to all.

A small donation of £5 or whatever you can afford will go towards covering costs (room hire and travel), Once those costs are covered 100% of the donations received will go to the Dyspraxia Foundation in support of their work.

*Available for  
C.P.D. training,  
workshops, ND  
coaching and  
more*



Monique Craine is a graduate in Communication Studies who holds additional diplomas in:

- Dyslexia Support
- Hypnotherapy
- Life Coaching
- Neuro-Linguistic Programming
- Accredited member of the National Hypnotherapy Society

## Testimonials:

"For me, seeing Monique's presentation and subsequent discussion was so enlightening, and life changing. Realising that we are actually not alone and there are actually lots of people like us in the world, was a phenomenal help. Many people seem to have their own opinions about neuro-diverse conditions without understanding them, Monique understands because she lives with these things every day, and has incredible passion. My confidence and understanding have increased because of her. I would recommend this presentation to anyone who has to deal with neuro-diversity, it makes it less scary and actually very normal. Thank-you Monique for making such a difference to our lives!" (Andrea Russell, Undiagnosed ND adult and parent of ND children)

"I was lucky enough to hear Monique speak at a conference at the University of Wales. She is an excellent speaker, who speaks about neuro-diversity from personal experience. She has an affirmative and positive approach that will encourage many with neuro-diversity and help others to understand the implications." Dr Steve Chinn FRSA (Managing Director - TWMaths)

"I first met Monique at a conference where she talked About her neuro diversity and how it had affected her life. When she realised that she had the condition she was able to work with it and use it to her advantage. Monique has come to speak with students on the course that I teach, B.A.(hons) Education and Linked Named Awards and is inspirational in her approach. The students are fascinated by her story and have many questions to ask her, and Monique is very open in her response. Monique is an inspiration to all, to show that if you have the desire and conviction, that you can achieve your dream. " (Laura Harvey, Learning Support Officer)

## A Bit About Monique

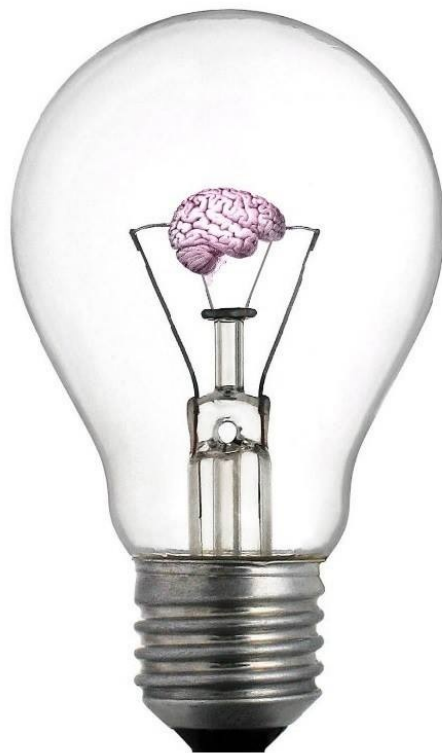
Monique Craine is a mother of three living in the South Wales area. She is herself diagnosed with a number of neuro-diverse differences but unlike many who focus on the deficits, the delays, and the difficulties, Monique focuses on the positives.

Monique has spoken at events like the Autism Show (Birmingham NEC), the Dyscovery Centre (University of South Wales) to name but two. She is an amazing speaker who brings real insight into how to manage the difficulties presented whilst enabling people to identify and work to their strengths.

Most recently Monique attended the National Diversity Awards, as a shortlisted nominee for the category of Positive Role Model (disability), after being shortlisted from over 20,000 nominees for the work she has done in raising positive awareness of neuro-diversity.

## Monique's Top Tip Blog

Monique is an active campaigner for the rights of the neuro-diverse community. She has been heralded a 'Champion of neuro-diversity' and a 'Legend' for her Top Tip blog. Here is an example of one of her popular blog which can be found at [www.needtosay.weebly.com](http://www.needtosay.weebly.com)



ART BY ART\_TIP-STIQUE

### *Today's Top Tip*

*Unleash the power of  
the Neuro-Diverse  
Brain*

*Work with your strengths  
and turn on the light!*

*[mccas.co.uk](http://mccas.co.uk)*

#### THE BENEFITS OF A NEURODIVERSE WORKFORCE.

If you have one or more of the following neurodiverse differences, you are the kind of person I will be looking to hire for my workforce. So, if one day you apply to join my staff I will want you to tell me how your neurodiverse nature affects you. I will want to know how your particular qualities benefit you and what they could bring to my workforce.

- \* Dyslexia
- \* Dyspraxia/DCD
- \* AD(H)D
- \* ASD/Autism

I understand that many people with these diagnoses feel uneasy about talking about their differences at interviews so, to break the ice and let you know there are employers like me out there I want to tell you how I see it from my perspective.

#### WHY DO I WANT TO HIRE NEURODIVERSE PEOPLE?

Some employers might worry about what that would mean to their workforce. I don't, I actually want to find neurodiverse staff to work with me when I start hiring people and this is why.

I believe the most desirable quality in a workforce is that of diversity, and in particular - neurodiversity. All eco-systems need diversity to flourish and a workplace can be just like any other living, breathing organism when seen as a whole. The more diversity within it, the more it will grow!

#### DIVERSITY IS DESIRABLE TO ME

There are many qualities I desire in my staff that neurodiverse thinkers offer in abundance. If presented with an applicant who discloses one of the above conditions I would be keen to find out which other overlapping or co-occurring qualities they also have because I want to see them achieve their full potential as an employee. I also want to make sure that I've put them in the best environment for them. This way they shouldn't be presented with barriers to achieving that personal success.

#### WHAT DO THE 'LABELS' MEAN TO ME?

I am, like most people, a little prejudiced in my views towards certain labels. What I mean by this is that my views about what labels mean are biased by my upbringing and personal life experiences. So please be aware that not everyone will view the labels in the way I do, but then they have not lived my life or walked in my shoes so I wouldn't expect them to.

*The following views are the subjective views of a future employer about what the individual labels mean:*

#### ASD/AUTISM

This person is probably able to work independently, they will be precise, like to follow routines and procedures, they will most likely be able to focus 100% on one task at a time and not settle till it's perfect. They will probably not join in the office gossip or get embroiled in office politics. They will not waste time at work trying to fit in socially so I won't be wasting money paying them while they sit there talking about the weather and popular TV shows instead of working. Best of all, they are NOT yes men, which means that when asked for their opinion they will tell you the truth as they see it.

The qualities displayed by people with Autism are consistent with qualities needed for inventors. I want people with creative vision in my workplace and that's why I feel that people with Autism are a most valuable resource to the employment market!

#### AD(H)D

This person will probably have a mind that is constantly on the go and is able to analyse multiple thoughts at a time. As a result they will most likely notice things that others would not. They will probably not be afraid to take on new challenges, so long as they are

given interesting avenues to pursue. They usually have a strongly developed kinaesthetic sense, so will most likely be willing to do energetic things and will often have high pain thresholds so they probably won't even mind being on their feet all day. In fact, I would expect them to have excellent endurance, not just in their physical attributes but also in their mental capacities. When people with AD(H)D take on a project, they are capable of really taking it on, taking it home with them and thinking about the project in ways that others might miss.

The qualities displayed by people with AD(H)D are consistent with qualities needed for achievers, activists and fighters. I want people with these kind of passions and strengths in my workplace and that's why I feel that people with AD(H)D are also a true asset to any workforce!

### DYSLEXIA

I would expect someone with dyslexia to be an 'out of the box' thinker. Most likely they will have an amazing visual memory, be creative and quite often be great at expressing themselves, be it through art, dance, photography, music, acting or sports. The benefits to having dyslexic staff are too many to list and I am not the only employer actively seeking people with these skills. Other businesses are now realising the benefits of employing people with dyslexia. Apparently their excellent spatial awareness, their creative potential and their 'entrepreneurial' minds are no longer the best kept secret in the employment market.

The qualities displayed by people with dyslexia are consistent with qualities needed for creative exploration and expression, qualities that are so valued to the business world. I want people with this kind of creativity in my workplace and that's why I feel that people with dyslexic qualities are also a true asset to any workforce!

### DYSPRAXIA/DCD

I would expect people with dyspraxia to be the strategists of the group, the thinkers that not only think outside of the box but who wouldn't even be able to find it if you sent them looking for it! Their brains are often wired so differently that they will have had to find so many solutions for overcoming barriers that finding solutions to problems for them is an everyday thing which many even manage on a subconscious level. People with dyspraxia tend to have a sense of persistence and determination to succeed which is unmatched by most people.

The qualities displayed by people with dyspraxia are consistent with qualities needed for great strategists, they can break even simple tasks down into steps and chunks that anyone can follow. I want people with these kind of abilities in my workplace and that's why I feel that people with dyspraxia are also a true asset to any workforce!

### NO DISCRIMINATION

Obviously I would not want to discriminate against neurotypical thinkers. I would want to ensure I gave them ample opportunity to shine too. There are many things that neurotypical people find easy that those of us who are more diverse thinkers struggle with so I certainly see the benefit in hiring them to. But for any employment sector to truly flourish it is diversity that makes them great.

**THE TRUTH ABOUT THE NEURODIVERSE WORKFORCE**

Many people with these diagnosed differences know their own limitations and often put strategies in themselves to compensate for difficulties. Any changes required to the workplace to enable neurodiverse thinkers to flourish in the work environment are usually minor and shouldn't deter other employers from seeing the great benefit that hiring neurodiverse thinkers brings to their workforce.

Neurodiversity is the greatest untapped resource on earth. Share this to help others see the immense benefit that your diversity can bring!

**SO WOULD I REALLY BE BETTER OFF HIRING NEURODIVERSE STAFF?**






A neurodiverse workforce can lead to innovation and progress in the business world which to me is a WIN for business...

... but in the most unlikely event of a Zombie Apocalypse I would have surrounded myself with a workforce of fighters, inventors, strategists and creative visionaries, to fight on my side.

Definitely a Win – Win for me!

<http://needtosay.weebly.com/blog/the-benefits-of-a-neurodiverse-workforce> 24/08/2014)

**What's on offer from the Coaching & Advocacy Service**

<p><b>RELAXATION CLASSES</b>      £10.00 - £50.00</p> <p>Individual relaxation sessions from £40</p> <p>Group relaxation sessions from £10 per person (min of 5)</p> <p>'Learn the art of relaxation with Monique Craine' CD available £15 (also available now on MP3 format for £10)</p> <p><b>Call 03330 147730 Now for more details</b></p>		
<p><b>CONFERENCE TALKS:</b>      £100.00 - £500.00</p> <p>Book Monique for her conference talks, presentations, workshops, CPD events, and much more. From as little as £100 you can benefit from hearing her journey through neurodiversity. Discover how she overcame her difficulties and barriers to achieve her personal success. Monique brings a positive yet realistic view of how neurodiversity impacts people.</p> <p><b>Call 03330 147730 Now to check Monique's availability</b></p>		
<p><b>INDIVIDUAL CLIENT SESSIONS:</b> £35.00 - £85.00</p> <p>Life Coaching via telephone/Skype available from £35 per session</p> <p>Hypnotherapy available (face-to-face only) at a location near you from £75 per session</p> <p><b>Call the Coaching &amp; Advocacy Service now on 03330 147730</b></p>		
	<p><i>Powerful and insightful PowerPoint Presentations</i></p>	<p><i>Learn to combat stress and anxiety with relaxation</i></p> <p><i>Learn The Art Of Relaxation With Monique Craine - CD</i></p> <p><i>Signposting service for charitable organisations</i></p> <p><i>Personalised and individual person centred life coaching</i></p> <p><i>Unleashing The Neuro-Diverse Potential</i></p>