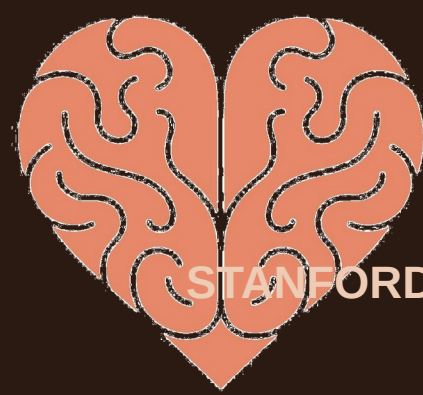


Neurodiversity, Leadership, and Lived Experience: Bridging Clinical Insight and High-Performance Contexts

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Lived experience + trauma-informed clinical insight + organizational context



YourNeuroEdge

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36 × 48 in | landscape

BACKGROUND / CONTEXT

Neurodiversity is increasingly discussed in leadership and performance spaces, yet a gap remains between theory and what people actually live through.

Neurodivergent professionals often navigate systems that are not designed for diverse cognitive processing, emotional regulation, communication, or recovery needs.

AIM / PURPOSE

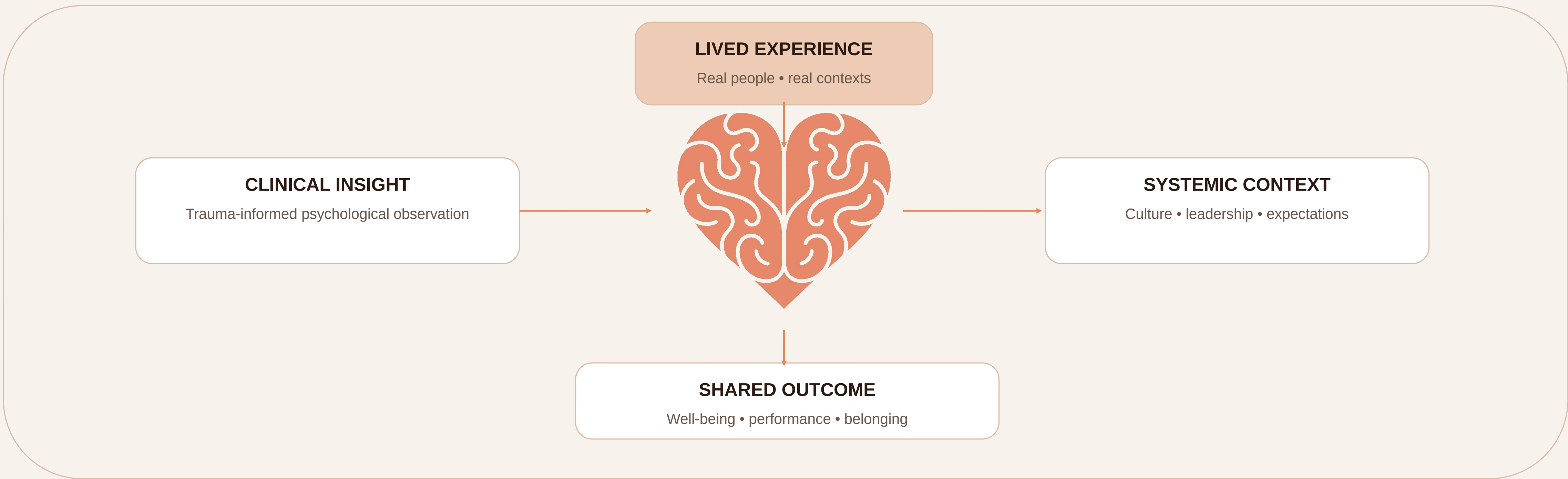
Integrate lived experience with trauma-informed clinical observation to understand how neurodivergent traits are shaped by context in high-demand environments.

METHODS

- Semi-structured interviews with neurodivergent professionals in high-demand roles
- Trauma-informed clinical observation from psychological practice
- Qualitative thematic analysis across cases
- Cross-case synthesis across high-performance and high-stress contexts
- Integration of lived experience + clinical lens

RESEARCH QUESTIONS

How do neurodivergent people navigate performance, masking, regulation, and authenticity when external expectations do not match internal experience?



PRELIMINARY THEMES

Patterns repeated across cases rather than profile-specific claims

01

MASKING

Functional adaptation

Used to maintain performance, safety, and social acceptance. It can help someone stay functional while increasing hidden effort.

02

REGULATION LOAD

Chronic stress

Sustained pressure affects attention, emotional processing, recovery, and cognitive flexibility.

03

INTERNAL / EXTERNAL GAP

Mismatch

What is expected externally may differ sharply from what is happening internally.

04

HIGH-PERFORMANCE PRESSURE

Visibility under uncertainty

Responsibility and uncertainty can make neurodivergent differences more visible and more costly to hide.

SYSTEMIC LENS

FROM INDIVIDUAL ADAPTATION TO SYSTEMIC CONTEXT

Masking • compensation • coping



Temporary functioning



Culture, leadership, structure, and psychological safety determine sustainability.

KEY IDEA: Outcomes are shaped by environment, not only by traits.

YOURNEUROEDGE | PROJECT CONTEXT

YourNeuroEdge is a coaching and education initiative for neurodivergent people, organizations, and institutions.

It translates the same core premise into practice: build conditions and personalized systems that work with diverse cognition rather than demanding continuous compensation.

“Stop managing your neurodivergence. Start deploying it.”

KEY IMPLICATIONS

- Shift from “fixing individuals” to redesigning environments
- Increase psychological safety in leadership contexts
- Recognize masking as a cost, not a neutral strategy
- Integrate trauma-informed understanding into workplace systems
- Support sustainable participation through flexible conditions

PROJECT + RESOURCES



yourneuroedge.com

Scan for the project context and additional resources.

SELECTED GROUNDING LITERATURE

Hull, L., et al. (2017). “Putting on My Best Normal”: Social Camouflaging in Adults with Autism Spectrum Conditions. *Journal of Autism and Developmental Disorders*, 47(8), 2519-2534.
Doyle, N. (2020). Neurodiversity at work: A biopsychosocial model and the impact on working adults. *British Medical Bulletin*, 135(1), 108-125.
Pryke-Hobbes, A., et al. (2023). The workplace masking experiences of autistic, non-autistic neurodivergent and neurotypical adults in the UK. *PLOS ONE*, 18(9), e0290001.

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Research story integrates lived experience, clinical insight, and organizational context.

Shared project context: YourNeuroEdge