

REASONABLE ACCOMMODATIONS

AUTONOMY & FLEXIBILITY

Autistic and ADHD persons need autonomy and flexibility to follow their own high-intensity interval rhythms.

KEY CONCEPTS



- Interest-based nervous systems that need to find the flow state of inspired focus on one subject at a time (monotropism).
- Transitioning is energy-costly. It is like changing lanes every 5 minutes in a busy 12-lane highway.
- Long intervals of high-intensity and high-quality focus, followed by long intervals of deep rest.
- Flexibility to listen to their bodies' signals for when they are ready to focus and when they are ready to rest.
- Forcing an interest-based neurotype to work against their natural rhythms puts them at risk for:
 - Mental exhaustion
 - Physical exhaustion
 - Burnout, dread, depression
 - Shutdown, withdrawal
 - Loss of emotional regulation
 - Suicide
 - Substance use
- Change success metrics to goal-based instead of time-based. Remove time demands.