LITTLE SEED COUNSELING

What Is Neurodiversity-Affirming Care?

Care that treats neurodivergent brains as natural variation, not defects to fix. It focuses on accessibility, autonomy and understanding what behavior is communicating, while keeping the treatment goal and accountability in place.

WHAT IT IS	WHAT IT ISN'T
• Asking what a behavior is communicating • Changing the environment and how treatment is delivered, not only the client • Collaborating and offering real choices • Keeping the goal while flexing the path to it	• Removing expectations or accountability • Ignoring risk or consequences • Excusing harmful behavior • Telling clients their struggles aren't real • A single technique. You can still use CBT, MI and DBT

Three shifts to carry with you

Autonomy over compliance

Build choice, consent and collaboration into the work.

Curiosity over correction

Ask what the behavior may be telling you before deciding what needs fixing.

Accessibility over endurance

Make it sustainable instead of asking someone to push through.

Accommodation or enabling?

ACCOMMODATION	ENABLING
Removes an unnecessary barrier	Removes meaningful responsibility
Helps the person reach the goal	Helps the person avoid the goal
Preserves autonomy	Can reinforce dependence
Changes how the goal is reached	Responds to someone else's discomfort
Builds capacity over time	Keeps the problem in place

Before you call it resistance, ask:

1. What is making the expected behavior difficult?
2. What function is the current behavior serving?
3. Can we reduce the barrier before asking the client to work harder?

Accessibility changes how treatment is delivered. It does not require abandoning the treatment goal.

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