

UNLOCK YOUR POTENTIAL:



A VISUAL GUIDE TO
UNDERSTANDING ADULT
ADHD & DYSLEXIA





Bio



JoyGenea is an early adapter, international neurodiversity success coach, and entrepreneur. JoyGenea's coaching business reaches out to people from around the globe. Clients searching for business/professional support

that have a neurodiverse brain (dyslexia, ADHD, and autism) seek her out. JoyGenea is about direct questions, cheerleading, and dynamic results.

Services

- Success Coaching for Young Adults
- Success Coaching for Entrepreneurs & Professionals
- Success Coaching for International Professionals

ADHD & Dyslexia Success Coaching focuses on the specific needs of the person being coached with a concentration on understanding the neurological strengths and weaknesses of the individual.

What My Coaching Involves:

- Know your brain:
 - Food, Water, Exercise, & Medications
- Mental Wellness:
 - Anxiety, Depression, & Harmful coping skills
- Learning your Strengths
- Delegating your weaknesses
- Connecting to the right testing
- Getting the right accommodations
- Accountability
- Understanding
- Creating a full toolbox of healthy supporting adapting processes
- Education around specific neurology
- Review of past dyslexia & ADHD testing
- Communication training in strength areas
- Leadership training in strength areas
- Personalized systems creation

My Why

"I Imagine a world where dyslexia isn't a disability, but a superstrength for innovation. Where ADHD isn't a distraction, but a fuel for creativity. I empower different thinkers not just for their own success, but to build a more inclusive, vibrant future for all."

Style of Coaching

I don't **coach people to** have little results. I coach people to have **dynamic results**.

I am not afraid to be direct, **ask the avoided questions** and cheer loader than anyone else in the **room**.

If you want to get into **living an amazing life**, **I am the person** to get you there.

Let's Talk About the Adult Dyslexic Brain



Neurodiversity- Different Thinker

- Autism
- ADHD
- Dyslexia

Types of Dyslexia:

- Phonological Dyslexia
- Rapid Naming Dyslexia
- Double Deficit Dyslexia
- Surface Dyslexia
- Visual Dyslexia
- Primary Dyslexia
- Secondary Dyslexia
- Acquired Dyslexia

Other Learning Difficulties Associated with Dyslexia

- Left-right disorder
- Dysgraphia
- Dyscalculia
- Auditory processing disorder
- Time Blindness

Signs of Adult Dyslexia:

- Miss understanding instructions
- Fluctuation in cognitive skills
- Turning in Projects late
- Poor with non-GPS directions
- Create personal learning tools
- Grammar & sentence structure issues
- Not being able to break down a project
- Difficulty recalling past conversations
- Being late to meetings
- Struggling with anxiety
- Avoidance of reading aloud
- Not asking for help when needed
- Poor handwriting
- Brain fatigue- shutting down in the afternoon
- Hates emails, writes short emails, days to respond

Having a neuro different brain doesn't end the day you graduate. You just get launched into a world that isn't going to adapt to your neuro needs unless you can articulate what you need and most people have little to no idea what they need to be a successful adult with dyslexia.

JoyGenea's Coaching Program:

- Connecting to the right testing
- Know your brain:
 - Food, Water, Exercise, & Medications
- Sleep medication or supplements
- Mental Wellness:
 - Anxiety, Depression, & Harmful coping skills
- Learning your Strengths
- Delegating your weaknesses
- Getting the right accommodations
- Accountability
- Understanding
- Creating a full toolbox of healthy supporting adapting processes
- Education around specific neurology
- Review of past dyslexia & ADHD testing
- Communication training in strength areas
- Leadership training in strength areas
- Personalized systems creation

Common Strengths & Advantages:

- Great at visual thinking- thinking in pictures
- Fast problem solvers
- Strong memory for stories
- Critical & Abstract thinkers
- Excellent trouble-shooters
- Intuitive-good at reading people
- Verbally articulate-great communicators
- Excellent puzzle solving skills
- Creative-designers, artists, actors, chefs
- Tremendous empathizers
- Think outside of the box
- Spatially talented-engineers, architects, designers, artists, physicists, physicians, surgeons and orthopedist and dentists

Entrepreneurs/ owners

- Damage control in key areas
- Weakness assessment
- Delegation training
- Systems creation
- Success accountability

Professionals

- Understanding their brain and strengths
- Skills to navigate work and advancement
- Weakness delegation training
- Leadership



612.605.1905
joygenea@joygenea.com
www.joygenea.com

A DEEPER LOOK INTO ADULT DYSLEXIA AND ALL OF THE TERMS AROUND IT: NEITHER GOOD NOR BAD LABELS

“A LACK OF CLARITY COULD PUT THE BRAKES ON ANY JOURNEY TO SUCCESS.” ~STEVE MARABOLI

“Having a neuro different brain doesn’t end the day you graduate from high school. You just get launched into a world that isn’t going to adapt to your neuro needs unless you can articulate what you need. Many people have little to no idea what they need to be a successful adult with a neuro difference. Maybe it is time to learn.” ~JoyGenea

It is time to look deeper under the hood of the terms and labels associated with the word DYSLEXIA or persons who are DYSLEXIC.

With the improvements in research on dyslexia comes new things to learn and additional clarity. That clarity is only valuable if we apply it. To add clarity to my conversations about neurodiversity, as it relates to dyslexia, here is a starting place to grow your knowledge.

Being an adult with dyslexia means you could also have any or all of the following:

- ADHD
- Autism
- Anxiety
- Depression

Each of those has its own set of additional fun facts that present in adulthood. In the coming months I will create a fact sheet for each with a little “things to look for.” For now, I would recommend that you do a little web surfing about each of those terms to see if you might need to explore and learn more about a particular one.

 SOLUTIONS BY JOYGENEA



Did you know that there is more than one type of dyslexia?

Types of Dyslexia:

- Phonological Dyslexia
- Rapid Naming Dyslexia
- Double Deficit Dyslexia
- Surface Dyslexia
- Visual Dyslexia
- Primary Dyslexia
- Secondary Dyslexia
- Acquired Dyslexia

They are still learning about dyslexics, and I believe this list will continue to grow as they add more categories and subcategories. As I continue to gather data, I will create a fact sheet for each of these categories with a little “what to know.” In the meantime, I would recommend that you do a little web surfing about each of those terms to see if you might need to explore and learn more about a particular one.

In the past people associated these things as being part of dyslexia. They have since determined that these are each separate things that are often associated with people who have been diagnosed with dyslexia.

Other Learning Difficulties Associated with Dyslexia:

- Left-right disorder
- Dysgraphia
- Dyscalculia
- Auditory processing disorder

I highly recommend that you take time to learn a little about each of those to see if you might also be dealing with that. If you have been diagnosed with any of these above items a deeper dive into the deals of that diagnosis would benefit you greatly.

Typically, right about here in talking with people they want to make sure that I am not leaving out the most diagnosed group of people. People between the ages of two and eighteen.

 SOLUTIONS BY JOYGENEA



Signs of Adult Dyslexia:

- Miss understanding instructions
- Fluctuation in cognitive skills
- Turning in Projects late
- Poor with non-GPS directions
- Create personal learning tools
- Grammer & sentence structure issues
- Not being able to break down a project
- Difficulty recalling past conversations
- Being late to meetings
- Struggling with anxiety
- Avoidance of reading aloud
- Not asking for help when needed
- Poor handwriting
- Brain fatigue- shutting down in the afternoon
- Hates emails, writes short emails, days to respond

Just a reminder to the adults with dyslexia, you can still have many or any of these signs and actions. You might want to review and see which ones of these are true for you as an adult and make a note of it for yourself. It will affect neurotypical people and you want to be able to talk about it openly and educate them on your differences without making anyone right or wrong.



This is really an important section to me and one that is not talked about enough. While this is actually just a start of a list of the gifts commonly seen in dyslexic persons, it is far from full and all-encompassing. So, if your gift isn't listed it just means someone didn't add it YET.

Common Strengths & Advantages of Dyslexic's:

- Great at visual thinking-thinking in pictures
- Fast problem solvers
- Strong memory for stories
- Critical & Abstract thinkers
- Excellent trouble-shooters
- Intuitive-good at reading people
- Verbally articulate-great communicators
- Excellent puzzle-solving skills
- Creative designers, artists, actors, chefs
- Tremendous empathizers
- Think outside of the box
- Spatially talented-engineers, architects, designers, artists, physicists, physicians, surgeons, orthopedists, and dentists

If you identified any of the above items as, being you, take time to explore more about what that type of skill is and maybe you will find ways to support it, talk about it, and demonstrate the value it brings to your life and the lives of the people around us.



What I do as a coach?

What I do as a coach has four parts: **Self-Awareness, Self-Advocacy, Personal Accountability, and Self-Determination**. I focus and make a difference in these key areas.

Coaching for Adults with Dyslexia:

- Connecting to the right testing
- Know your brain:
 - Food, Water, Exercise, & Medications
- Mental Wellness:
 - Anxiety, Depression, & Harmful coping skills
- Learning your Strengths
- Delegating your weaknesses
- Getting the right accommodations
- Accountability
- Understanding
- Creating a full toolbox of healthy supporting adapting processes
- Education around specific neurology
- Review of past dyslexia & ADHD testing
- Communication training in strength areas
- Leadership training in strength areas
- Personalized systems creation

Being able to walk with people through this process of understanding themselves and achieving their goals is what my coaching is all about. I know that it can be a little overwhelming at times, I know that it can have some huge “ah-ha” moments and I know that it is life changing to really understand what you give back to the world.

Never stop exploring your value and if you need a little help relocating your value and direction, I am here to help.

Life is better when we work together.

JoyGenea Schumer

Business Owner, International Neurodiversity Coach and Speaker

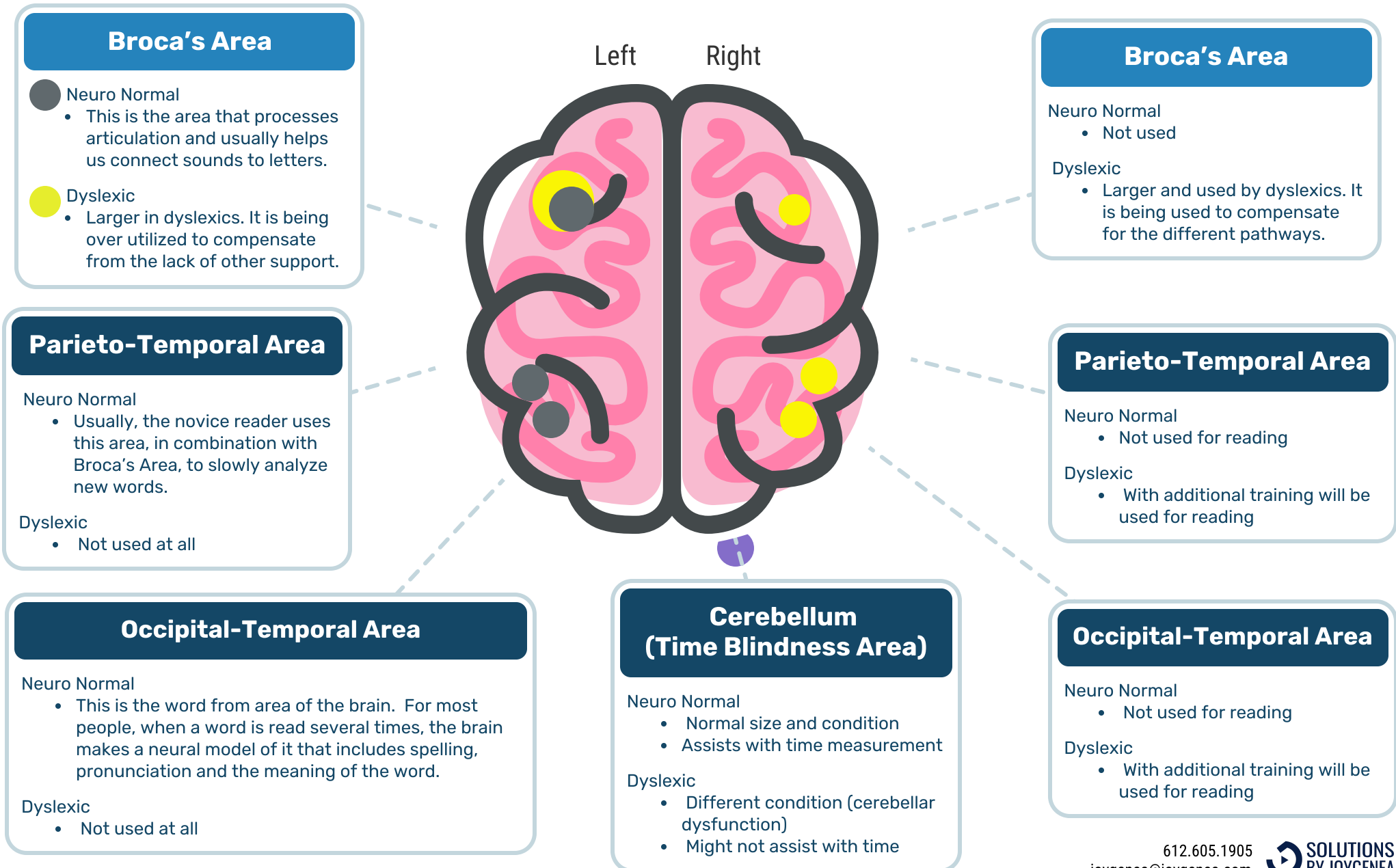
 SOLUTIONS BY JOYGENEA



NEURODIVERSITY - Dyslexia, Reading, and the Brain

Dyslexia is a specific learning disability that is neurobiological in origin. It is characterized by difficulties with accurate and/or fluent word recognition and by poor spelling and decoding abilities. These difficulties typically result from a deficit in the phonological component of language that is often unexpected in relation to other cognitive abilities and the provision of effective classroom instruction. (Lyon, Shaywitz, & Shaywitz, 2003, p. 2)

2021 Science keeps evolving, stay tuned



DYSLEXIA, THE BRAIN, AND PROCESSING READING – NEURODIVERSITY AT WORK

“EVERYBODY IS A GENIUS. BUT IF YOU JUDGE A FISH BY ITS ABILITY TO CLIMB A TREE, IT WILL LIVE ITS WHOLE LIFE BELIEVING THAT IT IS STUPID.”~ALBERT EINSTEIN

After years of doing this work and finally having the science to help explain what most dyslexics have known for a long time, I am sharing this information with as many people as I can. Dyslexics don't think like the majority of people and that can be harnessed as a superpower or wielded as a weapon against them. I have found this information about the brain to be valuable in understanding my process of thinking and also in understanding other people's processing style. When I didn't understand my brain, it allowed others to weaponize my differences as wrong, dumb and stupid. Empowerment starts with knowledge, so let's take a journey through the dyslexic brain.

The journey starts with a little explanation of what Dyslexia is:

Dyslexia is a specific learning disability that is neurobiological in origin. It is characterized by difficulties with accurate and/or fluent word recognition and by poor spelling and decoding abilities. These difficulties typically result from a deficit in the phonological component of language that is often unexpected in relation to other cognitive abilities and the provision of effective classroom instruction. (Lyon, Shaywitz, & Shaywitz, 2003, p.2)

You also need to know a little about the left and right sides of the and each side's key processing functions.

 SOLUTIONS BY JOYGENEA



LEFT BRAIN FUNCTIONS:

- Analytic thought
- Logic
- Language
- Reasoning
- Science
- Math
- Writing
- Number skills
- Right-hand control

RIGHT BRAIN FUNCTIONS:

- Art awareness
- Creativity
- Imagination
- Intuition
- Insight
- Holistic thought
- Music awareness
- 3-D forms
- Left-hand control

Do you know how the typical dyslexic processes reading in their brain? There is a distinct neurobiological variation to the way people with dyslexia read.

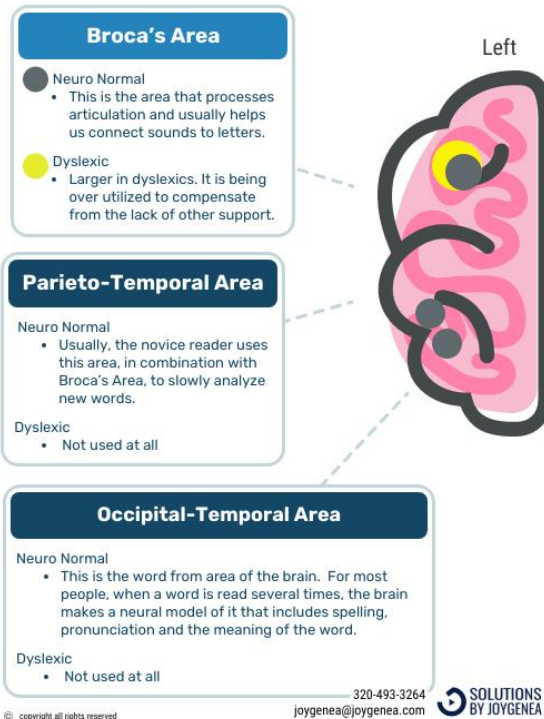
Let me walk you through it by comparing it to the way a neuro normal brain would process it.

Everything starts on the left side of the brain when it comes to reading in the **Broca's Area** in the front of the brain.

 SOLUTIONS BY JOYGENEA



Broca's Area – left side of the brain



Neuro Normal Brain

This is the area that processes articulation and usually helps us connect sounds to letters.

Dyslexic Brain

Larger in dyslexics. It is being overutilized to compensate for the lack of other support.

Then information travels back to the

Parieto-Temporal Area – left side of brain

Neuro Normal Brain

Usually, the novice reader uses this area, in combination with Broca's Area, to slowly analyze new words.

Dyslexic Brain - Not used at all

Then the brain processes the information working with the

Occipital-Temporal Area – left side of brain

Neuro Normal Brain

This is the word from an area of the brain. For most people, when a word is read several times, the brain makes a neural model of it that includes spelling, pronunciation, and the meaning of the word.

Dyslexic Brain

Not used at all

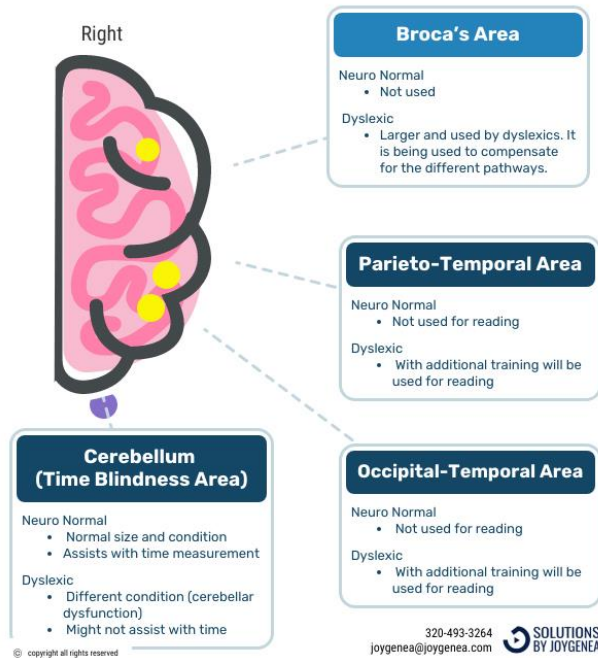
This ends our tour of the reading process in a neuro normal brain. Everything stays on the left side of the brain and is processed linearly.

Let's continue our journey into how the dyslexic person learns to read and write.



Now we are going to travel over to the right side of the brain. To compensate for the fact that information doesn't travel back to the Parieto-Temporal Area and Occipital-Temporal Area the right side of the brain builds all new neural pathways using the right side of the brain.

Broca's Area – right side of brain



Neuro Normal Brain

Not used

Dyslexic Brain

Larger and used by dyslexics. It is being used to compensate for the different pathways needed to read and process writing.

Then information travels back to the

Parieto-Temporal Area – right side of brain

Neuro Normal Brain

Not used for reading

Dyslexic Brain

With additional training it will be used for reading

Then the brain processes the information working with the

Occipital-Temporal Area – right side of brain

Neuro Normal Brain

Not used for reading

Dyslexic Brain



Let's Talk About the Adult ADHD Brain



Neurodiversity- Different Thinker

- Autism
- ADHD
- Dyslexia

Types of ADHD:

- Classic ADHD
- Inattentive ADHD
- Over-focused ADHD
- Temporal Lobe ADHD
- Limbic ADHD
- Ring of Fire ADHD
- Anxious ADHD

Associated with ADHD:

- Sensory Issues
- Anxiety
- Depression
- Time Blindness
- Dyslexia

Signs of Adult ADHD:

- Poor attention to detail
- Difficulty focusing and regulating attention
- Forgetfulness
- Restlessness of body and mind
- Late to meetings
- Poor organizational skills
- Life-threatening risk taking behaviors
- Fidgeting
- Talking excessively
- Substance abuse & addictive behavior

Having a neuro different brain doesn't end the day you graduate. You just get launched into a world that isn't going to adapt to your neuro needs unless you can articulate what you need and most people have little to no idea what they need to be a successful adult with ADHD.

JoyGenea's Coaching Program:

- Connecting to the right testing
- Know your brain:
 - Food, Water, Exercise, & Medications
- Sleep medication or supplements
- Mental Wellness:
 - Anxiety, Depression, & Harmful coping skills
- Learning your Strengths
- Delegating your weaknesses
- Getting the right accommodations
- Accountability
- Understanding
- Creating a full toolbox of healthy supporting adapting processes
- Education around specific neurology
- Review of past dyslexia & ADHD testing
- Communication training in strength areas
- Leadership training in strength areas
- Personalized systems creation

Common Strengths & Advantages

- Staying late to complete projects
- Energetic
- Spontaneous
- Creative
- Inventive
- Curious
- Creative problem solving
- Hyper-focused
- Resilient
- Intuitive and empathetic
- Excellent Conversation Skills
- Courage/Good in a crisis
- Persistent
- Advocacy
- Generosity
- Motivation that is contagious
- Strong sense of fairness
- Willingness to take risks

Entrepreneurs/ owners

- Damage control in key areas
- Weakness assessment
- Delegation training
- Systems creation
- Success accountability

Professionals

- Understanding their brain and strengths
- Skills to navigate work and advancement
- Weakness delegation training
- Leadership



612.605.1905
joygenea@joygenea.com
www.joygenea.com

LET'S TALK ABOUT THE ADULT ADHD BRAIN

"Having a neurodifferent brain doesn't end the day you graduate from high school. You just get launched into a world that isn't going to adapt to your neuro needs unless you can articulate what you need. Many people have little to no idea what they need to be a successful adult with a neuro difference. Maybe it is time to learn." ~JoyGenea

It is time to learn more about the terms and labels associated with the term ADHD (Attention Deficit Hyperactive Disorder) or persons who have ADHD.

With the improvements in research on ADHD comes new things to learn and additional clarity. **That clarity is only valuable if we apply it.** To add clarity to my conversations about neurodiversity, as it relates to ADHD, here is a starting place to grow your knowledge.

TYPES OF ADHD:

For this, I am going to summarize Dr. Daniel Amen. [The Amen Clinics website](#) outlines seven different types of ADD/ADHD, each with distinct characteristics and treatment needs. Here's a summary:

- 1. Classic ADD:** The most common form, characterized by **inattentiveness, impulsivity, and hyperactivity**. People with Classic ADD often struggle with organization, following through on tasks, and controlling their emotions.
- 2. Inattentive ADD:** Primarily characterized by **difficulty focusing, staying organized, and remembering details**. They may not exhibit hyperactivity and appear "spacey" or easily distracted.
- 3. Over-focused ADD:** These individuals **hyper-focus on specific tasks or interests, neglecting other responsibilities**. They may crave stimulation and struggle with switching between tasks.
- 4. Temporal Lobe ADD:** Associated with **difficulty processing auditory information**, leading to challenges with listening, following instructions, and remembering spoken information.

 SOLUTIONS BY JOYGENEA



5. Limbic ADD: Characterized by **emotional dysregulation**, including frequent mood swings, anger outbursts, and difficulty managing stress. They may also struggle with impulsivity and poor self-control.

6. Ring of Fire ADD: This type involves **excessive fight-or-flight response**, leading to anxiety, impulsivity, and aggression. They may appear restless and easily agitated.

7. Anxious ADD: Primarily characterized by **anxiety and worry**, along with difficulties with focus and attention. They may be perfectionistic and struggle with social anxiety.

If you would like to learn more details about each of these and take the cool test that he has on his website, <https://www.amenclinics.com/conditions/adhd-add/>

ASSOCIATED WITH ADHD:

It is very common for a person with ADHD to also have other neurological things going on with the ADHD, making things more challenging at times. This is a list of the top five I typically see.

Sensory Issues: Feeling like the world is turned up to 11, with **sounds, textures, and lights becoming overwhelming and distracting**. Imagine walking through a crowded mall with flashing neon signs and a cacophony of music blaring, while everyone else seems unfazed.

Anxiety: Like a **constant knot of worry in your stomach**, making even simple tasks feel daunting and leaving you feeling on edge, like a tightrope walker without a net.

Depression: A **heavy weight that drags you down**, draining the joy and motivation out of everyday life, like wading through a thick fog with no clear path forward.

Time Blindness: **Not feeling time at all**. Time feels like it is constantly slipping through your fingers, making it hard to plan, prioritize, and manage your day. Often late or missing meetings. "I just lost track of time." is a common statement.

Dyslexia: **Reading, writing, and/or math can be challenging to learn**. It is a huge task trying to decipher the secret code to reading words. A different way of learning to read, write, and do math.

 SOLUTIONS BY JOYGENEA



SIGNS OF ADULT ADHD:

Poor attention to detail: Tiny typos become roadblocks and instructions fade like whispers, leaving frustration and errors in their wake.

Difficulty focusing and regulating attention: The brain becomes a butterfly flitting between thoughts, leaving tasks unfinished and focus scattered like spilled marbles.

Forgetfulness: Keys misplaced, deadlines missed, promises lost in the fog of memory, leaving a trail of apologies, and missed opportunities.

Restlessness of body and mind: Stillness feels like a cage, pacing becomes a ritual, and thoughts race like a runaway train, leaving a yearning for quietude.

Late to meetings: Time itself becomes malleable, minutes morph into hours, and appointments blur in the periphery, leading to a perpetual state of chasing the clock.

Poor organizational skills: Chaos reigns supreme, desks become papery battlegrounds, schedules morph into tangled webs, leaving a constant search for the elusive missing piece.

Life-threatening risk-taking: Thrills trump consequences and boundaries blur in the rush of adrenaline, leaving behind a whisper of “what if...” and a chilling reminder of vulnerability.

Fidgeting: An orchestra of restless movement, fingers drum, legs jiggle, feet tap, a constant background hum of energy seeking release.

Talking excessively: Words tumble out like an overflowing fountain, interrupting, dominating conversations, yearning for connection but risking social overload.

Substance abuse & addictive behavior: Escape beckons in the depths of addiction, offering a temporary solace from the relentless internal storm, masking but not solving the underlying challenges.



COMMON STRENGTHS & ADVANTAGES

There are many strengths and advantages to having ADHD. No one person has all of these. Most people have a combination of this list.

Staying late to complete projects: Fueled by **hyperfocus**, they become laser-focused explorers, **diving deep into projects long after everyone else has called it a night**, emerging with **brilliant results** and a satisfied grin.

Energetic: They're the energizer bunnies of the room, their **infectious enthusiasm and boundless energy motivate and inspire those around them**, transforming mundane tasks into exciting adventures.

Spontaneous: Embracing the unexpected, they turn lemons into lemonade, **transforming unplanned detours into thrilling discoveries and adventures**, keeping life fresh and exciting for themselves and everyone around them.

Creative: With minds that dance across borders, they **weave imagination and logic into tapestries of innovation**, seeing possibilities where others see walls, leaving a trail of **unique solutions** and artistic expressions in their wake.

Inventive: MacGyver-like resourcefulness flows through their veins, **transforming everyday objects into tools and solutions, turning limitations into springboards for ingenuity**, and leaving everyone in awe of their resourcefulness.

Curious: Insatiable wanderers in the land of knowledge, they **ask questions that others wouldn't dare**, delve **into the unknown** with fearless abandon, and constantly seek new perspectives, enriching their lives and those around them with their **thirst for understanding**.

Creative problem solving: When conventional approaches hit a dead end, their **unconventional minds** step up, **weaving unconventional solutions from a tapestry of possibilities**, leaving everyone amazed at their ability to think outside the box.

Hyper-focused: Like superheroes with laser vision, they can **zero in on a task** with an intensity that borders on the magical, **tuning out distractions**, channeling their energy into a laser beam of productivity, leaving everyone else in the dust.

 SOLUTIONS BY JOYGENEA



COMMON STRENGTHS & ADVANTAGES CONTINUED

Resilient: Bouncing back from setbacks like rubber balls, they **learn from their mistakes, dust themselves off, and charge back into the fray with renewed determination**, inspiring others with their unwavering spirit.

Intuitive and empathetic: Their finely tuned **emotional radar picks up on subtle cues**, allowing them to **connect** with others on a deeper level, offering **compassionate support and understanding**, making them invaluable friends and confidants.

Excellent Conversation Skills: With an endless stream of stories and a genuine interest in others, they **spark engaging conversations**, and weave wit and humor into their words, making them the life of the party and **leaving everyone feeling heard and valued**.

Courage/Good in a crisis: When the pressure's on, **they step up as natural leaders**, their **calmness and quick-thinking** inspiring confidence and action, **guiding others** through challenges with bravery and composure.

Persistent: They **never give up easily**, fueled by an unwavering **determination to succeed**, chipping away at challenges with the unyielding force of a glacier, **inspiring others** with their grit and perseverance.

Remember, ADHD is a spectrum, and **each individual's experience is unique**. However, focusing on the strengths and positive aspects can empower individuals with ADHD to thrive, strive, and enjoy their full abilities.

Life is better when we work together.

JoyGenea Schumer
Business Owner, International Neurodiversity Coach and Speaker

 SOLUTIONS BY JOYGENEA



This Is Just The Start!

I encourage you to continue to learn more about your brain, your style of learning, your strengths, and your weaknesses.

“It is fascinating what people achieve when their perception of what is possible alters.”

- Richard Branson

Knowledge | Understanding | Action

If you would like to learn more about coaching with JoyGenea, check out her website and schedule a free coaching call. It might just be one of the best decisions you've ever made.

www.JOYGENEA.com

 SOLUTIONS BY JOYGENEA



Solutions by JoyGenea | joygenea@joygenea.com | 612-605-1905 | joygenea.com

