

Module 2

Understanding Cognitive Differences

How attention, processing, memory, and sensory systems vary across brains.

DISCUSSION GUIDE

Prompts for teams, families, classrooms, and faith communities. 45–60 minutes.

Opening (5 minutes)

Invite each participant to name one moment from the past week when their own brain felt easy to work with, and one when it felt hard. No analysis — just the moment.

Core prompts (35 minutes)

1. Where in our work or home life do we currently treat speed as a proxy for intelligence?
2. Which of the five myths is most embedded in our culture, and what would it take to retire it?
3. What sensory variables in our shared spaces are non-negotiable, and which can we make adjustable?
4. Whose deep, detail-first attention is being underused because we keep interrupting it?
5. What is one accommodation we could pilot in 30 days that targets a specific cognitive system rather than a generic preference?

Closing (5 minutes)

Each person names one observable change they will look for in the next two weeks — in themselves, their team, or their environment.

Ground rules

- Speak from your own experience; do not diagnose others.
- Critique systems, not people in the room.
- Confidentiality on personal stories; portability on ideas.
- It is fine to pass.