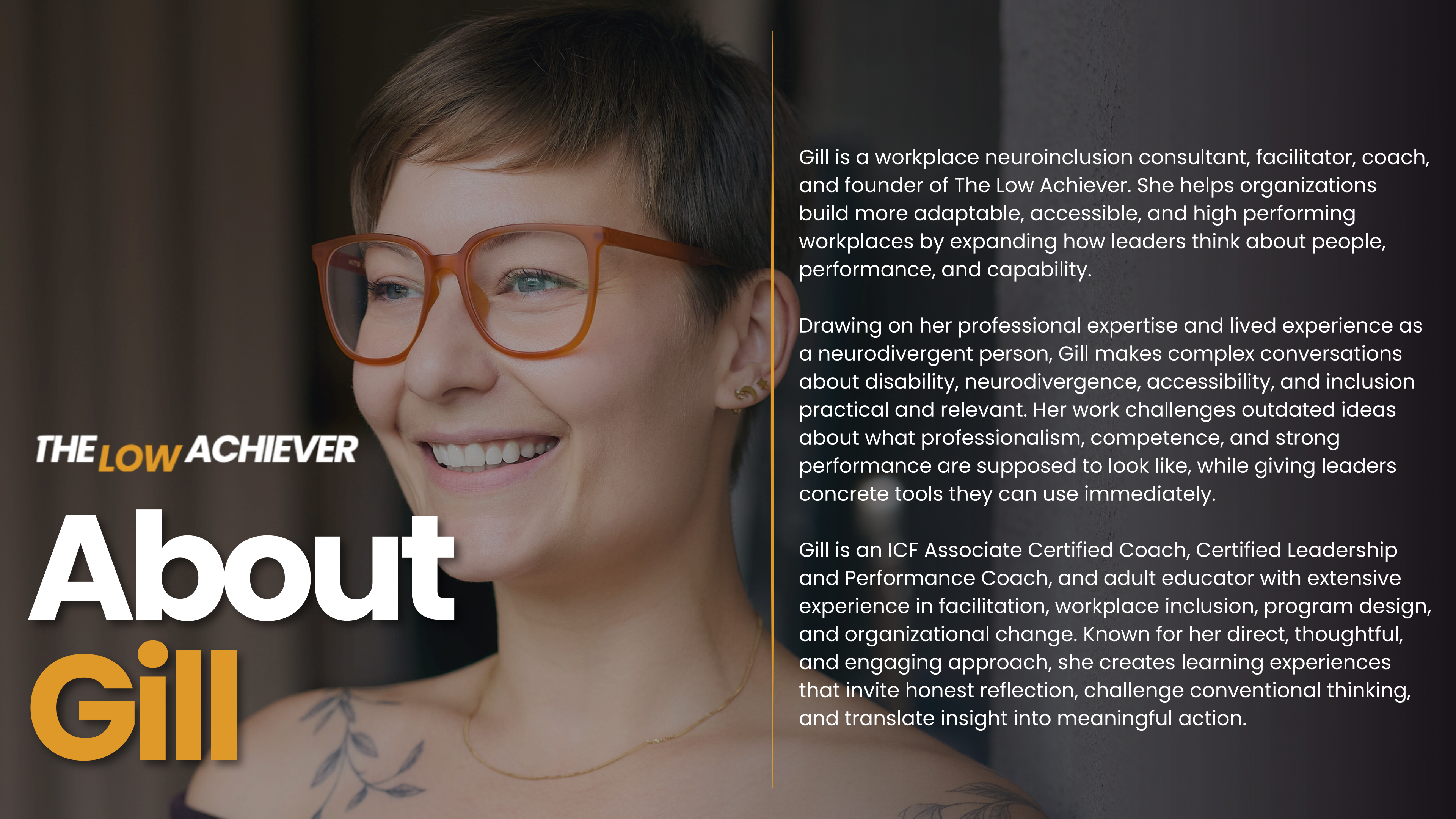




THE **LOW** ACHIEVER

Service Menu

Neuroinclusive Workplace Systems Consulting, Training, & Coaching

A portrait of Gill, a woman with short brown hair, wearing orange-rimmed glasses and a gold necklace. She is smiling and looking slightly to the right. A tattoo of a leafy branch is visible on her left shoulder.

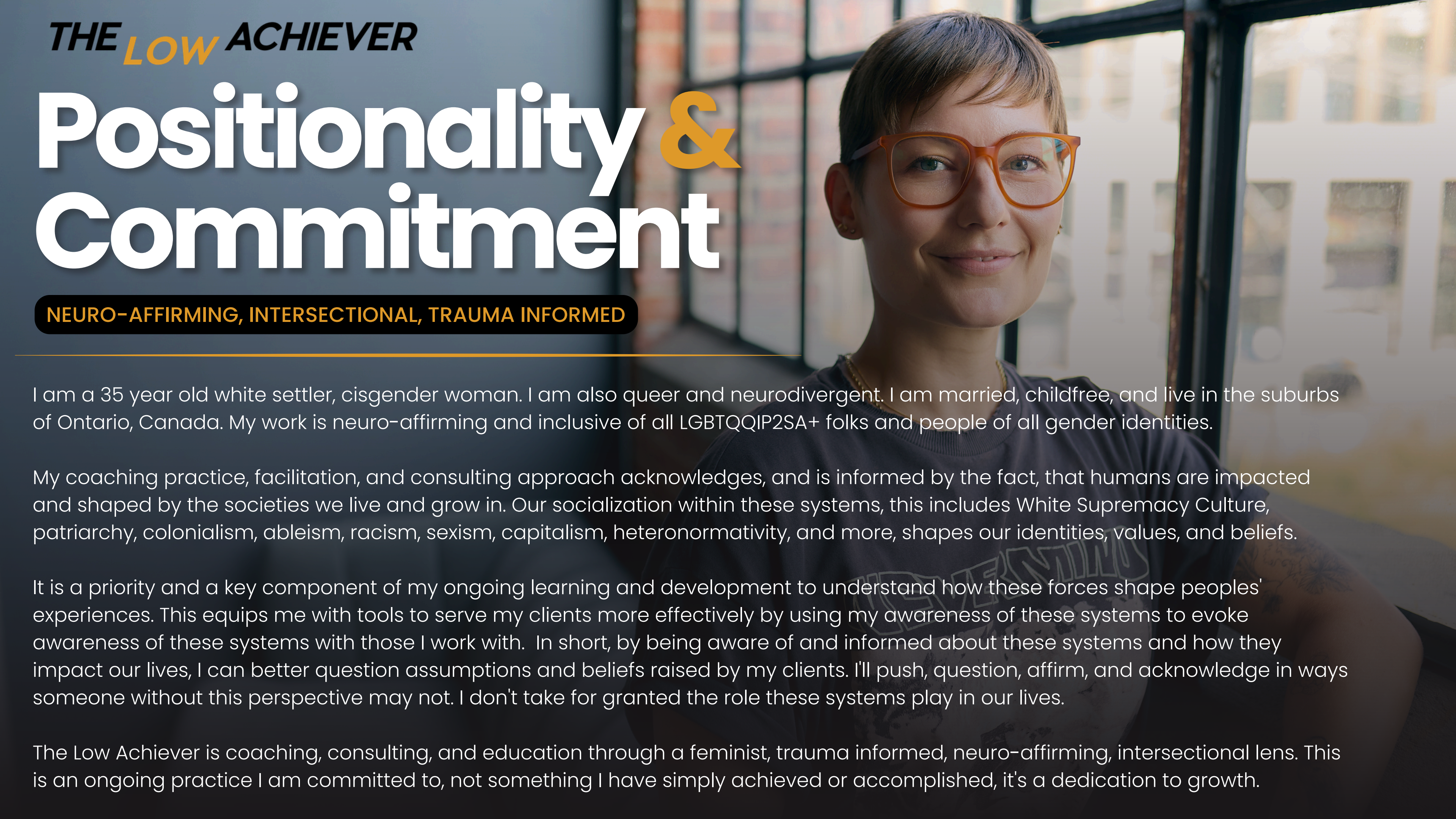
THE LOW ACHIEVER

About Gill

Gill is a workplace neuroinclusion consultant, facilitator, coach, and founder of The Low Achiever. She helps organizations build more adaptable, accessible, and high performing workplaces by expanding how leaders think about people, performance, and capability.

Drawing on her professional expertise and lived experience as a neurodivergent person, Gill makes complex conversations about disability, neurodivergence, accessibility, and inclusion practical and relevant. Her work challenges outdated ideas about what professionalism, competence, and strong performance are supposed to look like, while giving leaders concrete tools they can use immediately.

Gill is an ICF Associate Certified Coach, Certified Leadership and Performance Coach, and adult educator with extensive experience in facilitation, workplace inclusion, program design, and organizational change. Known for her direct, thoughtful, and engaging approach, she creates learning experiences that invite honest reflection, challenge conventional thinking, and translate insight into meaningful action.



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Positionality & Commitment

NEURO-AFFIRMING, INTERSECTIONAL, TRAUMA INFORMED

I am a 35 year old white settler, cisgender woman. I am also queer and neurodivergent. I am married, childfree, and live in the suburbs of Ontario, Canada. My work is neuro-affirming and inclusive of all LGBTQQIP2SA+ folks and people of all gender identities.

My coaching practice, facilitation, and consulting approach acknowledges, and is informed by the fact, that humans are impacted and shaped by the societies we live and grow in. Our socialization within these systems, this includes White Supremacy Culture, patriarchy, colonialism, ableism, racism, sexism, capitalism, heteronormativity, and more, shapes our identities, values, and beliefs.

It is a priority and a key component of my ongoing learning and development to understand how these forces shape peoples' experiences. This equips me with tools to serve my clients more effectively by using my awareness of these systems to evoke awareness of these systems with those I work with. In short, by being aware of and informed about these systems and how they impact our lives, I can better question assumptions and beliefs raised by my clients. I'll push, question, affirm, and acknowledge in ways someone without this perspective may not. I don't take for granted the role these systems play in our lives.

The Low Achiever is coaching, consulting, and education through a feminist, trauma informed, neuro-affirming, intersectional lens. This is an ongoing practice I am committed to, not something I have simply achieved or accomplished, it's a dedication to growth.

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Our Expertise

Neuroinclusion



Inclusive
Leadership



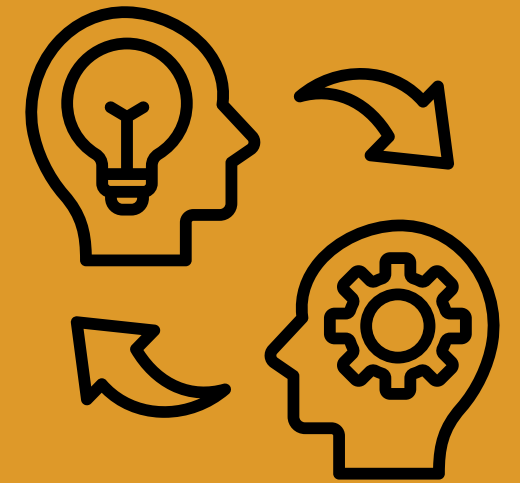
Workplace
Accessibility



Talent Strategy



Coaching

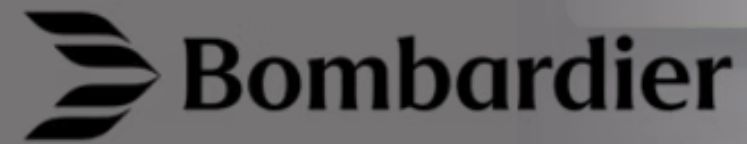


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Industry Experience

Gill has worked across corporate, nonprofit, education, healthcare, aviation, aerospace, and professional services. Her experience includes partnering with leaders, HR teams, employee resource groups, and employees to strengthen inclusive leadership, improve workplace accessibility, and build more neuroinclusive practices across the employee experience.

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Coaching

Practical, neuroaffirming coaching for neurodivergent professionals, leaders, managers, teams, and executives. Coaching is tailored to the person and their context, recognizing that performance is shaped not only by individual skills, but also by expectations, relationships, systems, and the working environment.

Coaching can support:

- Workplace performance challenges
- Career growth and advancement
- Leadership and executive development
- Executive functioning
- Communication & collaboration
- Navigating disclosure and accommodations
- Managing workload and burnout risk
- Transitions into new roles/responsibilities
- Building sustainable ways of working

My approach is collaborative, evidence informed, and grounded in the understanding that neurodivergent people do not need to be fixed. Together, we identify what is getting in the way, distinguish individual skill needs from environmental barriers, and develop strategies that are realistic, personalized, and sustainable.

I am an ICF Certified Coach with additional education focused specifically on coaching people with ADHD and autistic people. I combine professional coaching methodology with knowledge of neurodivergence, executive functioning, workplace accessibility, leadership, and organizational systems.



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Coaching



Individual coaching: Private virtual coaching for neurodivergent employees, professionals, leaders, and executives at every level of an organization.



Employee and manager coaching: Virtual coaching for a neurodivergent employee and their manager as a dyad. This work helps both people build shared understanding, clarify expectations, strengthen communication, address barriers, and develop practical ways of working together more effectively.



Group coaching: Virtual coaching that brings together people with shared goals, roles, or experiences to learn from one another, explore challenges, and apply new strategies with guided support.



Team coaching: In person coaching for intact teams seeking to strengthen communication, collaboration, trust, inclusion, and collective performance.



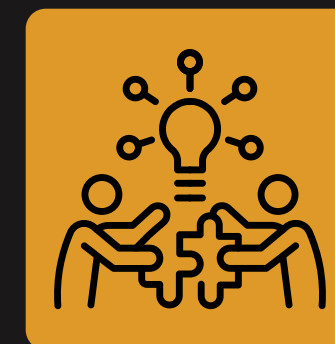
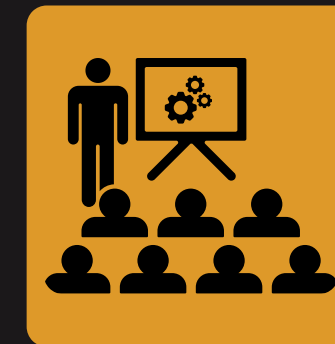
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Workshops, Webinars, & Presentations

Services can be delivered **virtually** or **in person*** in a range of formats:

- 60 minute, 90 minute, or two hour presentations
- Half day and full day workshop sessions
- Interactive workshop
- Lecture style presentation
- Recorded masterclass
- Fireside chat
- Panel participation

Multiple sessions can also be structured as a learning series to build knowledge, deepen understanding, and support application over time.



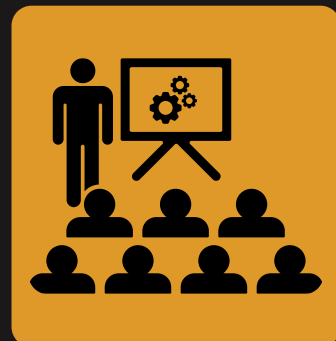
*Travel and accommodation may be an additional fee

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Workshops, Webinars, & Presentations

Examples:

- 1 hour, **Neurodiversity 101** – 45 minute presentation followed by a 15 minute Q&A
- 2 hour, **Neuroinclusive Leadership & Performance Management** workshop, a combination of content delivery, scenario based discussion, and case study analysis
- 90 minute **Disclosure & Accommodations** – 75 minute session presenting educational content with scenario based discussion and case study analysis, finishing with an open Q&A.
- Half Day (~3.5 hour) **Neuroinclusive Recruitment & Hiring** workshop with HR/Talent Team. Starting with goal setting, moving to asset and process analysis (eg. job descriptions, interview structure, etc.), ending with action planning and next steps.
- 1 hour Ask Me Anything add-on session 1 or 2 weeks after any workshop or presentation to enhance retention and application of learnings.



*Travel and accommodation may be an additional fee

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Workshop & Presentation Topics

Workshops and presentations take a practical, engaging approach to workplace neuroinclusion, using realistic scenarios, case studies, and actionable tools to make complex ideas tangible. Workshops include guided discussion and active participation, while presentations provide a structured, insight focused learning experience. Participants leave with concrete strategies they can apply in their roles and workplaces.



Bespoke

Designed around your organization's specific goals, audience, workplace context, and current challenges.

Content, scenarios, case studies, and learning outcomes are developed to create a highly relevant experience.



Off the Shelf

Ready to deliver sessions on common workplace neuroinclusion topics, built around proven content, practical examples, and actionable tools.

Ideal when you need a high quality learning experience with a shorter planning timeline.

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Neurodiversity 101



An accessible introduction to disability and neurodiversity in the workplace, including key language, terminology, and common misconceptions. Participants will gain practical strategies to strengthen awareness, deepen understanding, and collaborate more effectively across different ways of thinking, communicating, and working.



Neuroinclusive Leadership & Performance Management

Most managers are expected to support neurodivergent employees without clear guidance, often defaulting to trial and error or one-size-fits-all approaches. This workshop focuses on what **effective, neuro-inclusive management** actually looks like in day-to-day work.

By the end of the session, participants will be able to:

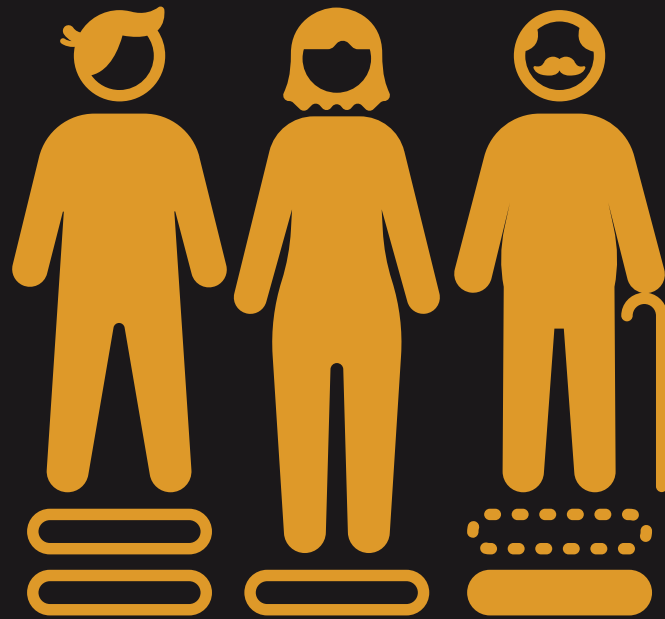
- Explain key concepts related to disability, neurodiversity, and neurodivergence
- Use respectful, current, and inclusive language with greater confidence
- Identify common misconceptions and workplace barriers affecting neurodivergent and disabled employees
- Recognize how people may think, communicate, process information, and work differently
- Apply practical strategies that support clearer communication and more effective collaboration
- Identify actions they can take to contribute to a more accessible and neuroinclusive workplace



Navigating Disclosure & Accommodations

Disclosure and accommodations are often treated as simple, procedural steps, but in reality they are complex, high-stakes decisions shaped by power, risk, and trust.

This workshop explores how disclosure actually works in workplace contexts and **why many employees hesitate** to disclose or request support.



By the end of the session, participants will be able to:

- Explain how power, risk, trust, and workplace culture shape disclosure decisions
- Identify common barriers that prevent employees from disclosing a disability or requesting support
- Respond to disclosure and accommodation conversations with greater clarity, care, and confidence
- Recognize points of friction within accommodation processes that can create additional burden or risk
- Apply practical strategies that make workplace support more accessible, consistent, and responsive
- Identify supports that reduce employees' need to repeatedly disclose, explain, or advocate for their needs
- Contribute to trust based workplace practices that support access and sustainable performance



Neuro-inclusive Recruitment & Hiring: **From Job Analysis to Sending an offer**



Hiring processes often filter out neurodivergent candidates long before a decision is made, through **unclear job criteria**, rigid interview formats, and narrow definitions of “fit.”

This workshop takes a practical, **end-to-end approach** to redesigning recruitment and hiring, from defining the role to extending an offer.

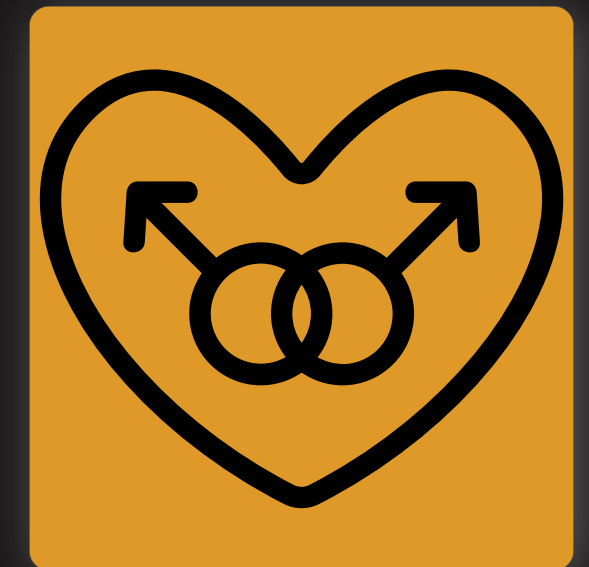
By the end of the session, participants will be able to:

- Identify barriers that can exclude neurodivergent candidates throughout recruitment and hiring
- Distinguish essential role requirements from conventional preferences and unnecessary criteria
- Write clearer and more accessible job descriptions and application instructions
- Design assessment methods that evaluate relevant skills and improve the validity of hiring decisions
- Conduct structured, accessible interviews that reduce reliance on social performance
- Evaluate candidates using consistent, role relevant criteria rather than subjective ideas of fit



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Neurodiversity & Intersecting Identities



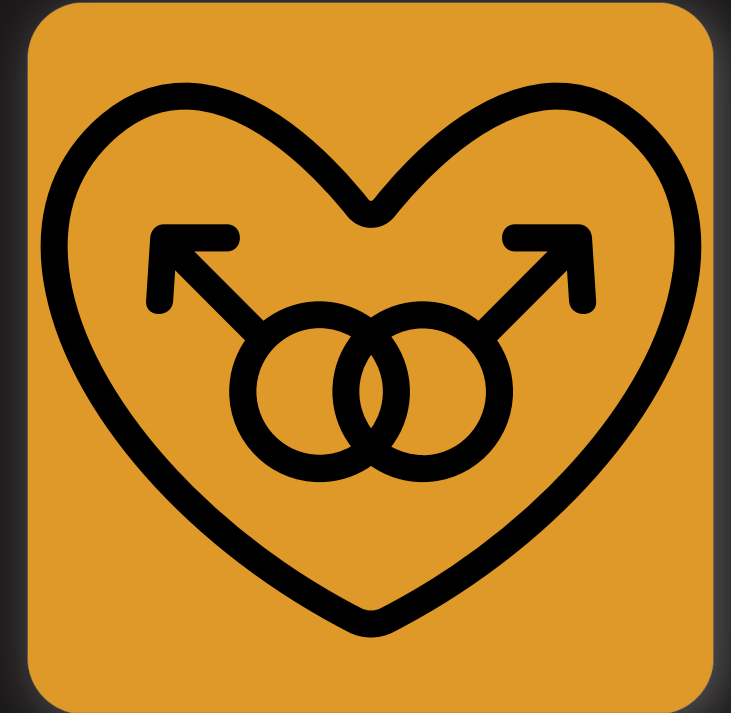
Neuroqueer: Exploring Neurodivergence and 2SLGBTQIA+ Identity

Neurodivergent and 2SLGBTQIA+ identities frequently intersect, shaping how people experience belonging, disclosure, safety, communication, and authenticity at work. This Pride Month session explores why this overlap matters, introduces the concept of neuroqueering, and examines how workplace norms can pressure people to mask or conform. Participants will gain practical strategies for creating cultures where people have more freedom to communicate, participate, and express themselves without having to separate or minimize parts of who they are.

Learning outcomes

By the end of the session, participants will be able to:

- Explain the intersection between neurodivergence and 2SLGBTQIA+ identities
- Describe neuroqueering as a way of questioning norms around identity, behaviour, communication, and professionalism
- Recognize how masking, disclosure, and belonging can be shaped by multiple intersecting identities
- Identify workplace norms and practices that create barriers to authenticity and participation
- Avoid common stereotypes and oversimplifications about neurodivergent and queer experiences
- Apply practical strategies that support greater safety, flexibility, inclusion, and belonging at work



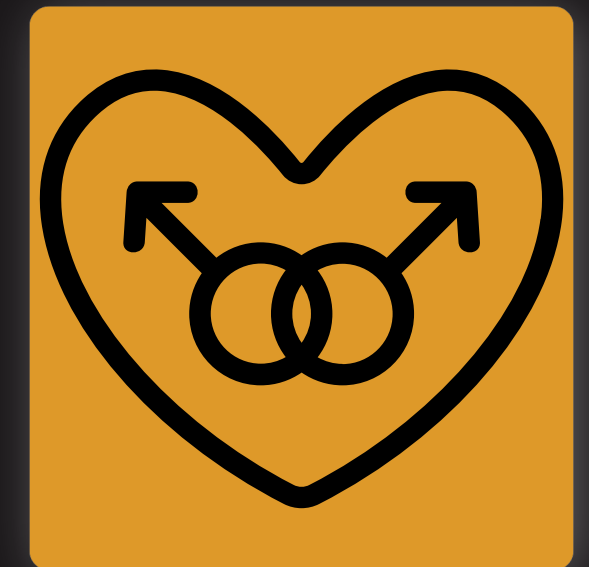
Gender & Neurodiversity: Understanding the Intersection

Gender shapes how neurodivergence is recognized, interpreted, and supported. Women, trans people, nonbinary people, and gender diverse individuals are more likely to be overlooked, misdiagnosed, or identified later because dominant understandings of neurodivergence have historically centred narrow populations and presentations. This session explores how gender expectations influence masking, diagnosis, workplace experiences, and access to support, while offering practical strategies for creating more informed and inclusive workplaces.

Learning outcomes

By the end of the session, participants will be able to:

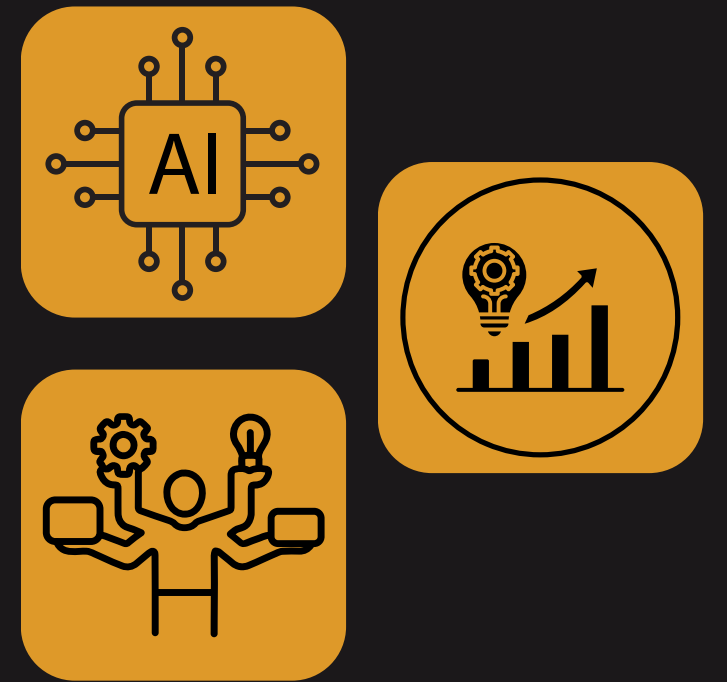
- Explain how gender influences the recognition and experience of neurodivergence
- Identify why women and gender diverse people are frequently overlooked, misdiagnosed, or identified later
- Recognize how gender expectations can contribute to masking, burnout, and unequal workplace demands
- Understand how gender, neurodivergence, race, disability, and other identities can shape workplace experiences
- Question stereotypes about what neurodivergence is expected to look like
- Apply practical strategies that support inclusion, access, and sustainable participation across genders



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EXPAND: People, Performance and Potential for the Future of Work

The way organizations define talent, performance, and capability shapes who is recognized, supported, and given opportunities to contribute. This one or two hour presentation challenges conventional thinking about what effective employees and teams should look like. Through workplace examples, practical frameworks, and insights from neurodiversity and disability inclusion, participants will explore how broader thinking can help leaders build more adaptable, innovative, and high performing workplaces.



By the end of the presentation, participants will be able to:

- Recognize how conventional ideas about professionalism, talent, and performance can limit people and organizations
- Explain how workplace context influences employee performance and behaviour
- Identify common practices that reward conformity while overlooking valuable differences
- Apply broader, more flexible ways of understanding employee strengths, needs, and contributions
- Use practical strategies to create conditions that support adaptability, innovation, and sustainable performance
- Identify one shift they can make to expand how they lead, evaluate, or support others



Awareness Days

2026 Dates

ADHD Awareness Month - October

National Disability Employment Awareness Month (NDEAM) - **October**

Mark it Read for Dyslexia Awareness Month - **October**

Indigenous Disability Awareness Month - **November**

International Day of Persons With Disabilities - **December 3**

2027 Dates

Neurodiversity Celebration Week - **March 15 - 19**

Autism Acceptance Month - **April**

World Autism Awareness Day - **April 2**

Global Accessibility Awareness Day (GAAD) - **May 20**

Neurodiversity Pride Day - **June 16**

World ADHD Awareness Day - **July 13**

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**Let's Work
Together!**

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