Systemic NeuroCognitive Indexing Protocol™ (SNIP):

Toward a Holistic, Label-Free Understanding of Cognitive Expression in Context

I Think I Cracked the Code – At Least for Me.

I've always been a huge fan of personality analysis tools. My all-time favorite is still Structogram—but of course, I've explored MBTI, DISC, and the like. What I've come to realize is this: all these models are useful, but none of them are complete.

The core idea is this: **we carry traits from all categories**—in different strengths, combinations, and expressions. These tools don't give you a fixed label. They reveal **tendencies**, **preferences**, and **prevalence patterns**.

From there, you can begin to:

- Understand yourself more deeply
- Recognize why certain tasks, roles, or dynamics energize—or drain—you
- Build better relational strategies in leadership, sales, teamwork, and communication

But even with the best typology tools, something's missing. Because **personality is—at best—half the story.** You can take two people with the exact same profile and get **two completely different humans.**

The other 50% is made up of:

- Culture

- Age cohort

- Life experiences

- Gender identity

- Health context

- Beliefs (especially limiting ones)

- Family constellation

- Emotional growth

- ...and much more

However, two critical aspects are still often overlooked:

1. The Inner Hulk – Your Stress Signature

How do you change when "**pressure" hits the fan**, when the system is overloaded, when a personal or professional crisis erupts?

That's why the Stress Signature Spectrum™ was developed—because understanding how you shift under strain is the first step toward sustainable regulation and leadership stability.

Your stress response may look quiet on the outside. Mine, for example, is calm and hyper-analytical—a stark departure from my everyday cognitive style. Others may switch into pleasing mode, freeze, micromanage, overcorrect, or emotionally shut down. In these moments, a distinct part of you takes over—*your inner Hulk*, also known as your *unregulated self*.

These shifts are rarely random. They follow patterns—biological, psychological, relational. And recognizing those patterns matters. **Knowing is the most important step toward owning—and being in charge of when your Hulk shows up, how long it stays, and how much power it gets.**

With this awareness, you can intervene earlier, reduce emotional drain, and preserve your clarity, connection, and leadership presence under pressure.

2. NeuroCognitive Variation – Moving Beyond Labels

The third, and in many ways **most powerful layer**, is the one we rarely talk about clearly: **neurocognitive diversity**.

Instead of saying, "This person has ADHD and dyslexia," we ask:

> *What expressions are showing up in this person's cognition, rhythm, attention, emotional processing, communication?*
> *Where are they thriving—and where is friction or misunderstanding likely to occur?*

This is what the Systemic NeuroCognitive Indexing Protocol™ (SNIP) does. It offers a **diagnostic-neutral**, expression-based framework that allows us to map variation across five domains—without falling into labeling traps.

And yes, I always recommend starting with yourself.

3. The 3-Layer Model – A Holistic Way to Understand People

When we combine:

1. **Typological Insight** (personality and motivation)
2. **Stress Signature Mapping** (how expression shifts under pressure)
3. **NeuroCognitive Indexing** (how people think, feel, regulate, and relate in real time)

...we arrive at a truly holistic approach to team design, self-awareness, and leadership development.

This is more than a model. It's the missing language for making complexity visible— without judgment, without pathologizing—and turning insight into strategy.

Welcome to the PhD level of leadership and relational architecture: **The Systemic NeuroCognitive Indexing Protocol™ (SNIP)**.

What It Is

The **Systemic NeuroCognitive Indexing Protocol™ (SNIP)** is a multidimensional, diagnostic-neutral framework that organizes human neurocognitive variation into five functional domains:

- Sensory & Emotional Processing
- Cognitive & Temporal Regulation
- Motor & Energy Rhythms
- Social & Communication Styles
- Executive Function & Systems Thinking

Unlike typological models that assign individuals to static categories, SNIP™ captures **fluid expressions** across these domains on a calibrated spectrum. It helps leaders and teams surface invisible friction points, understand divergent strengths, and **design for alignment, not assimilation**.

(All materials—including domain analyses, the full spectrum matrix, and step-by-step guidance—are available as a downloadable workbook for integrated application.)

Why It Matters

Conventional leadership and development systems often misinterpret neurodivergent patterns as underperformance, resistance, or lack of fit. In reality, these patterns frequently reflect **misalignment between cognitive expression and structural context**.

Evidence suggests that **cognitive diversity—when properly supported—is a key driver of innovation, adaptability, and complex problem-solving** (Austin & Pisano, 2017; Rosqvist et al., 2020). Yet misattunement remains widespread: neurodivergent individuals are often overlooked, underutilized, or pushed toward burnout in environments that fail to accommodate how they think, feel, and function.

SNIP™ reframes the question from *"What's wrong with this person?"* to *"What does this system need to fit how this person operates?"*

Predicted Outcomes (Evidence-Informed)

- Increased team performance through strength-based design (Doyle, 2021)
- Lower turnover among neurodivergent employees (CIPD, 2020)
- Greater innovation through cognitive diversity (Austin & Pisano, 2017)
- Improved psychological safety via transparent norms (Edmondson, 2019)

The Five Functional Domains

Each domain maps distinct areas of functional divergence that influence interaction, regulation, and performance.

1. Sensory & Emotional Processing

What it is: How individuals perceive, filter, and regulate sensory input (light, noise, touch, temperature, visual density) and emotional stimuli (affect, tone, social atmosphere).

Common frictions/signals: Sensory overload disrupts focus and coordination. Emotional intensity can block access to language or decision-making. Ambient noise, lighting, or social density may drain cognitive capacity faster than the task itself.

Nervous system regulation: The sensory-emotional system operates through the autonomic nervous system. When input exceeds filtering capacity, the system shifts into fight-flight-freeze, reducing access to executive function and relational presence. Regulation requires modulating input or creating recovery space.

Brain networks involved: Limbic system (amygdala, hippocampus), insula (interoception), anterior cingulate cortex (emotional regulation), sensory processing networks (thalamus, sensory cortices). Tight coupling between sensory input and emotional state reflects integrated processing across these networks.

Why this domain: Sensory-emotional coupling is often invisible in workplace design but directly affects performance, stamina, and interpersonal dynamics. Neurodivergent individuals frequently experience this coupling more intensely, making structural friction visible.

2. Cognitive & Temporal Regulation

What it is: How attention, memory, thinking pace, processing speed, and time perception are managed and sustained across tasks and contexts.

Common frictions/signals: Attention fluctuates with context rather than remaining stable. Processing speed varies under cognitive load or stress. Time estimation is inconsistent. Working memory struggles under multi-step or verbal-only instructions. Hyperfocus can produce high output but erase time awareness and physical needs.

Nervous system regulation: Cognitive regulation depends on sustained activation of prefrontal networks without excessive arousal. When demands exceed capacity, the system either narrows (hyperfocus) or fragments (distraction). Regulation requires pacing, external structure, and cognitive offloading.

Brain networks involved: Prefrontal cortex (executive control, working memory), default mode network (internal thought, time perception), salience network (attention switching), dopaminergic pathways (motivation, sustained focus). Dysregulation appears as rigidity, fragmentation, or activation mismatch.

Why this domain: Cognitive and temporal regulation shapes how work gets initiated, sustained, and completed. Variability here creates friction in deadline-driven, multitasking, or interruption-heavy environments—but also reveals strengths in depth, pattern recognition, and nonlinear problem-solving.

3. Motor & Energy Rhythms

What it is: How the body coordinates movement, sustains posture, sequences actions, and distributes energy across the day and across tasks.

Common frictions/signals: Movement planning requires disproportionate effort. Stillness drains energy faster than motion. Fine motor precision drops under speed or sensory load. Energy peaks and crashes don't align with standard work hours. Repetitive or sustained physical demands create invisible fatigue.

Nervous system regulation: Motor and energy systems rely on cerebellar coordination, basal ganglia sequencing, and autonomic regulation of arousal and stamina. Dysregulation appears as motor planning lag, postural fatigue, or boom-bust energy cycles. Regulation often requires movement, rhythm, or environmental control.

Brain networks involved: Cerebellum (motor coordination), basal ganglia (movement sequencing, habit formation), motor cortex, autonomic nervous system (energy regulation), vestibular system (balance, spatial orientation). Motor and energy patterns reflect whole-body regulation, not just cognitive load.

Why this domain: Motor and energy rhythms are often dismissed as "physical" and separated from cognitive performance—but they directly affect attention, endurance, and task completion. Neurodivergent individuals often experience tighter coupling between movement, regulation, and cognition, making embodied design essential.

4. Social & Communication Styles

What it is: How individuals signal intent, interpret social cues, manage interaction energy, navigate ambiguity, and sustain relational presence across contexts.

Common frictions/signals: Nonverbal cues are missed or misread. Communication relies on explicit language rather than implied meaning. Social energy depletes faster than task energy. Scripted or prepared language supports fluency; spontaneous speech under pressure creates strain. Emotional tone and message content can decouple.

Nervous system regulation: Social communication activates social engagement systems (ventral vagal), mirror neurons, and mentalizing networks. When social load exceeds capacity, the system shifts into withdrawal (dorsal vagal) or hypervigilance (sympathetic). Regulation requires clarity, predictability, and recovery from social exposure.

Brain networks involved: Social brain networks (medial prefrontal cortex, temporoparietal junction, superior temporal sulcus), mirror neuron system, limbic system (emotional resonance), language networks (Broca's, Wernicke's areas). Variability reflects differences in mentalizing, empathic resonance, and social prediction.

Why this domain: Social and communication friction is often misinterpreted as lack of care, disengagement, or resistance. In reality, it reflects different processing speeds, interpretation styles, and regulation thresholds. Neurodivergent communication patterns make implicit norms visible and reveal where clarity reduces friction for everyone.

5. Executive Function & Systems Thinking

What it is: How tasks are initiated, planned, prioritized, sequenced, monitored, and integrated into larger systems. How complexity is mapped, decisions are framed, and goals are held across time.

Common frictions/signals: Task initiation requires external structure. Working memory struggles to hold multi-step processes. Priorities blur under competing demands. Complexity mapping reveals interdependencies but slows decision-making. Finishing tasks is harder than starting them. Nonlinear execution looks messy but produces strong outcomes.

Nervous system regulation: Executive function relies on sustained prefrontal activation, dopaminergic motivation pathways, and integration across cognitive networks. Dysregulation appears as initiation failure, decision paralysis, or overwhelm under complexity. Regulation requires externalization, structure, and bounded scope.

Brain networks involved: Prefrontal cortex (planning, inhibition, flexibility), anterior cingulate cortex (conflict monitoring, error detection), basal ganglia (initiation, sequencing), dopaminergic systems (motivation, reward prediction), parietal networks (spatial reasoning, systems mapping).

Why this domain: Executive function challenges are often framed as personal deficits ("just plan better") when they reflect structural mismatches between cognitive architecture and work design. Neurodivergent EF profiles reveal where systems lack clarity, create invisible coordination costs, or rely on sustained mental effort instead of external scaffolding.

Why These Five Domains?

These domains emerged from mapping **brain network organization** and **real-world functional friction**.

They reflect distinct but interconnected systems that:

- Operate semi-independently (you can have strong EF but struggle with sensory regulation)
- Interact dynamically (sensory overload degrades EF; motor fatigue affects social presence)
- Respond to context and regulation (performance varies with environment, load, and support)

These are not symptom lists. They are context-sensitive expressions of human variation—observed across both neurodivergent and neurotypical individuals—that inform how people function in real work environments.

Neurodivergent individuals often experience friction in these domains earlier, more intensely, or in different configurations—making underlying system dynamics visible and creating opportunities for better design for everyone.

How the Scale Works: From 1 to 10

Interpreting Extremes: Precision Awareness Beyond Normative Fit

Within the NeuroCognitive Mapping Protocol (SNIP)™, extreme expressions—whether low (1–2) or high (9–10) on a given trait—do not inherently signal dysfunction or adaptation need. Instead, they serve as **invitations for contextual inquiry**: to assess whether the trait's intensity or absence contributes to functional misalignment, systemic friction, or underrecognized capacity.

Importantly, **the relevance of an extreme score is domain-dependent**. In some traits, low activation may warrant consideration. For example, an individual scoring at the lower end (1–2) of the *Emotional Expression Range* may present with limited visible affect. While this expression may foster calm or composure in high-pressure environments, it may also lead to misreadings as disengagement or detachment—especially in roles requiring relational signaling. In such cases, minor adaptations—such as clarifying one's emotional baseline or offering explicit affirmations—can recalibrate perception without altering authentic expression.

Conversely, in other traits, high activation may be the more impactful extreme. For instance, a 9 or 10 on the *Sensory Reactivity Spectrum* may indicate an intensely attuned nervous system highly responsive to environmental input. This trait may underpin exceptional pattern recognition or design sensibility but may also result in rapid overstimulation or avoidance behavior in open-plan workplaces. Here, the support pathway may involve environmental redesign or anticipatory sensory buffers—not behavioral suppression.

The key insight is that the significance of any extreme expression depends on its relational and structural interface:

> *Does it create friction, distortion, or underutilization?*
> *Does it signal an unmet need for recovery, clarity, or contextual reframing?*
> *Does it unlock niche capacities that are currently unsupported?*

Rather than assuming all extremes require intervention, the SNIP framework encourages **situational discernment and strategic attunement**. This enables leaders and teams to avoid overcorrecting adaptive traits while still designing for sustainability and clarity across neurocognitive variation (Rosqvist et al., 2020; Doyle, 2021).

Sample Mapping: *Cognitive & Temporal Regulation*

Trait Expression

Spectrum

Interpretation

Task Initiation

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

Ease of starting tasks or transitions into action; reflects motivational access and entry momentum; Strategic starter (prefers clarity before action) ↔ Rapid starter (low friction entry, responsive to prompt)

 Sensory Reactivity Spectrum

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

Attunement to light, sound, texture, or temperature; Low registration (high sensory tolerance, calm in busy settings) ↔ High reactivity (fine sensory discrimination, strong aesthetic or sensory design awareness)

Alternative Visualization:

For those who prefer a visual format, a web chart (spider diagram) can be used. Each of the five functional domains is plotted as an axis, with trait intensities marked along each scale. Connecting these points creates a visual profile that reveals patterns of strength, tension, and divergence at a glance.

Application Tip:

Use the web chart to compare current role demands with individual cognitive expressions—this can highlight alignment gaps, inform role design, and guide targeted support or development planning.

From Insight to Integration: Applying the Systemic NeuroCognitive Indexing Protocol™ (SNIP) in Practice

SNIP serves as a diagnostic-neutral foundation for aligning individual cognitive expressions with structural, interpersonal, and role-based environments. The following integration pathway outlines how to operationalize this insight—both individually and organizationally.

1. Self-Mapping for Metacognitive Insight

Initiate the process by mapping your own cognitive expressions across all five domains using the 1–10 spectrum. This promotes metacognitive self-awareness (Flavell, 1979) and helps identify both friction points and functional strengths without pathologizing variance.

2. Reflective Pattern Recognition

Identify trait clusters or regulatory asymmetries across domains. Notice whether certain domains are consistently amplified or underactivated, and how these expressions shift under pressure. Use this reflection to explore alignment with role demands, communication norms, and recovery cycles.

3. Meaning-Making through Dialogue

Engage in structured conversations (e.g., coaching, supervision, leadership development) to reframe observed traits as functional expressions. This promotes psychological safety (Edmondson, 1999), replaces deficit language with operational clarity, and lays the groundwork for needs-based co-creation.

4. Role and Rhythm Calibration

Compare your SNIP profile with the structural design of your role. Where are the synergies? Where do temporal, sensory, or executive demands create dissonance? Consider how tasks, communication expectations, and performance rhythms can be modified to better match your cognitive architecture. Frameworks like Strength-Based Role Mapping™ or the Decision Freedom Grid™ can provide practical scaffolding.

5. Vulnerability-Informed Modeling

Where appropriate, leaders and facilitators may choose to share selected elements of their own SNIP profile. Normalizing one's own divergence, sensory patterns, or executive rhythms in safe and professional ways can reduce shame, build relational trust, and create permission structures for others to do the same. Strategic self-disclosure can be a powerful inclusion lever (Brown, 2012).

6. From Observation to Strategic Co-Design

Shift from interpreting behaviors to collaboratively designing for cognitive congruence. Rather than enforcing uniform expectations, explore: What does this trait need in order to function sustainably? This may lead to concrete shifts in role design, interaction pacing, recovery scaffolds, or decision architecture. When appropriate, these co-designed adaptations can be formalized as part of individual **Goals and Objectives**, OKRs, or even embedded into **team-level KPIs** to ensure sustainable performance.

7. Environmental Adaptation

Translate trait-based insight into real-world, actionable design elements—lighting, meeting formats, scheduling norms, autonomy parameters, communication cadence, and feedback models. The aim is **contextual precision** (Kapp, 2020), not universal accommodation. Even minimal adaptations can produce significant gains in psychological sustainability and cognitive clarity.

8. Observe Without Judgment

When mapping others, refrain from assigning value to high or low expressions. The Matrix is a descriptive tool, not an evaluative one. An expression of "8" in Sensory Load Tolerance or "3" in Task Initiation is neither good nor bad—it simply signals a pattern that can be worked with, not worked against.

9. Compare Across Roles and Interactions

Use SNIP profiles to surface patterns across roles, functions, or team dynamics. Where are friction points emerging? Are there tasks or workflows disproportionately taxing certain expressions? This analysis can guide **systemic alignment**, including redistribution of responsibility, clarification of communication norms, and load balancing within diverse teams.

10. Recalibrate Over Time

Trait expression is dynamic. Stress, recovery, aging, life transitions, or role shifts may change how traits manifest. Integration requires **periodic recalibration**, which can be built into existing check-in structures, development reviews, or transition planning processes.

TL;DR

The Systemic NeuroCognitive Indexing Protocol™ (SNIP) offers a precision-based, bias-conscious alternative to both diagnostic labels and personality generalizations. By honoring variation across five functional domains, and mapping it without judgment, it becomes possible to create systems that adapt to people—rather than people having to adapt to systems.

When paired with typological insight and stress-based adaptation profiles, this approach equips leaders to design teams, roles, and cultures that are not just inclusive, but **cognitively intelligent**. In a future of work where complexity, nuance, and neurodivergence are rising realities, the ability to map and respond to these dynamics is no longer optional—it is a leadership imperative.

Explore the Book

Gentle Leading & Neurodivergence introduces a diagnostic-neutral framework for sustainable, inclusive leadership. Learn how to align roles, regulate systems, and lead with cognitive clarity.

Train with Us

Develop your leadership capacity through evidence-based programs. From neuroinclusive systems to advanced feedback and role design—tailored certifications and in-depth courses are available.

Download the Tool (Ebook, Sheets and evaluation forms)

Use the SNIP™ self-assessment chart to visualize your cognitive profile. Ideal for leaders, teams, and consultants.

The Missing Translation Layer: From Mapping to Micro-Design

As the Systemic NeuroCognitive Indexing Protocol™ (SNIP) took shape, one practical question kept resurfacing:

How do we translate abstract insight into something people can actually use in the moment?

The answer became the new Domain Cards.

These cards sit deliberately *between* theory and application. They are not summaries of the SNIP domains, and they are not diagnostic tools. Instead, they function as micro-design guides for specific neurocognitive expressions that frequently create friction in real work environments—especially under pressure, time constraints, or social complexity.

Each card focuses on one concrete expression within a domain and makes four things immediately visible:

- where friction typically arises

- how that friction is experienced internally

- what structural or relational design responses reduce unnecessary load

- how individuals can regulate without self-suppression

Why Cards?

Large frameworks help us see patterns.e

Cards help us **intervene precisely**.

Many neurocognitive challenges do not require large accommodations or deep analysis. They require **timing awareness**, **environmental adjustment**, or **permission to slow, pause, or decouple**.

The cards make these needs legible.

They are designed to be:

> **diagnostic-neutral**
>
> **context-sensitive**
>
> **usable without explanation**
>
> **equally relevant for neurodivergent and neurotypical individuals**

Importantly, they do not ask people to "fix" themselves. They ask systems, teams, and norms to adjust *just enough* to restore clarity and capacity.

The SNIP™ Card Deck – Structure and Application

Each card in the SNIP™ deck identifies a specific **neurocognitive friction point** and translates it into actionable responses at both organizational and personal levels.

Card Structure

Every card includes:

1. **Domain** — Which of the five neurocognitive areas this friction belongs to
2. **Signal/Friction** — The observable pattern or strain point (e.g., "Sensory overload disrupts focus")
3. **Typical Experiences/Thoughts** — Common internal responses ("I can't think when the room is loud" / "Everything feels urgent at once")
4. **5 Design Responses** — Organizational-level adjustments that reduce structural friction (e.g., offer quiet workspaces, build recovery buffers into schedules, separate information delivery from decision-making)
5. **3-Step Protocol** — A personal-level coaching tool for real-time regulation and healthier coping (e.g., NERO™: Notice & Exhale → Reorient → Organize)

Design Responses focus on changing systems, environments, and structures. **3-Step Protocols** support individual regulation and performance in the moment.

Together, they create a dual-layer approach: **design the system better, equip the person to navigate it**.

Examples from Domain 1: Sensory & Emotional Processing

The first set of cards explores expressions that are often misunderstood as emotional instability, disengagement, or lack of resilience—when in reality they reflect **high-fidelity processing** or **delayed integration**.

Sensory Reactivity Spectrum

This card addresses environments where noise, movement, visual density, or constant visibility overload cognitive processing. Instead of framing this as low tolerance, the card reframes it as **early environmental signal detection**—and offers concrete design responses such as camera-optional norms, advance signaling of high-density contexts, and sensory buffering.

Emotional Processing Tempo

Here, the friction arises when emotional clarity emerges *after* the situation rather than during it. The card separates emotional insight from decision pressure and normalizes delayed responses as a condition for honesty—not avoidance. It introduces simple protocols that protect both relational integrity and individual regulation.

Emotional Absorption

This card maps the experience of absorbing others' emotional states, even without active participation. Rather than pathologizing empathy, it introduces **light boundary design**—making emotional responsibility explicit, limiting live emotional intensity, and providing decompression pathways that prevent silent overload.

In short, the system flows as:

Regulation → Pacing → Energy → Communication → Structure

What the Cards Are — and What They Are Not

The cards are:

- **design prompts**, not personality labels
- **regulation aids**, not coping instructions
- **shared reference points**, not private confessions

They are meant to be used:

- in leadership development
- in team norm-setting
- in coaching and supervision
- in personal reflection
- in moments of friction, not just calm analysis

They are intentionally small, because **precision reduces friction faster than general advice**.

The Systemic NeuroCognitive Indexing Protocol™ (SNIP)

Visualizing Cognitive Expression Across Domains

Domain 1 – Sensory & Emotional Processing

14
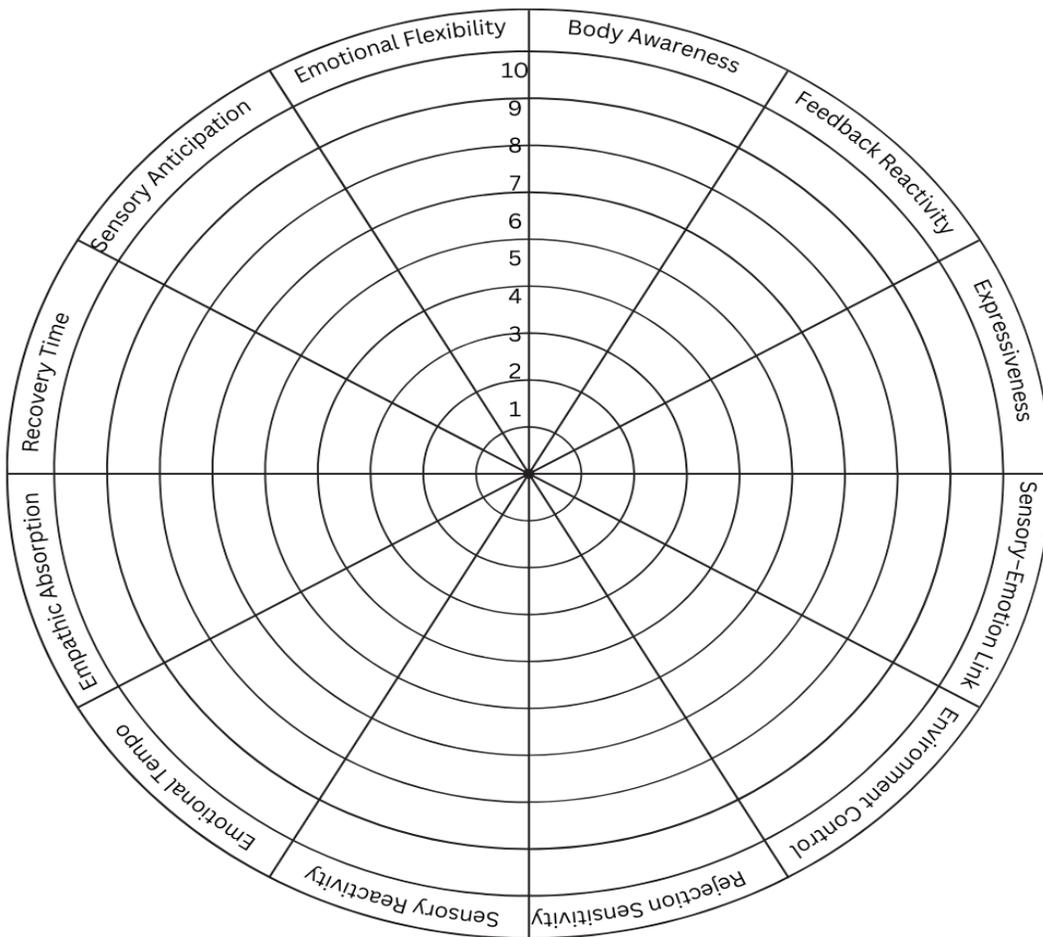
CONTEXTUAL CODE-SWITCHING LOAD

DOMAIN 4: SOCIAL & COMMUNICATION STYLES

SIGNAL ⚠️

Adjusting communication style across contexts requires high cognitive effort and reduces spontaneity.

TYPICAL EXPERIENCES
"SWITCHING REGISTERS DRAINS MY ENERGY." / "ADAPTING TONE IS EXHAUSTING."

DESIGN RESPONSES

1. Reduce unnecessary tone shifts so communication remains consistent across contexts.
2. Make communication norms explicit so people do not have to guess the "right" style in each setting.
3. Avoid penalizing style consistency so authenticity is not treated as noncompliance.
4. Allow preparation for high-visibility moments so language can be assembled.
5. Standardize formats where possible so cognitive energy is spent on content rather than adaptation.

3-STEP PRACTICE 🌱 REGISTER STABILIZATION

1 The expected tone and style for the context is defined up front. Hidden rules are surfaced so adaptation is not constant. This lowers cognitive cost.

2 Language is prepared briefly when visibility or stakes are high. Key phrases or points are drafted to reduce in-the-moment switching. This improves fluency and reduces strain.

3 Style consistency is protected from penalty through explicit norms. Feedback focuses on clarity and outcomes rather than "vibe." This reduces masking-driven communication.

Adaptability should not mean exhaustion.

Alexandra Robuste

Download all sheets, questionnaires, and additional neurofriendly frameworks here.

From Insight to Everyday Intelligence

Frameworks like SNIP make complexity visible.The cards make it *actionable*.

Together, they form a layered language:

- one that respects neurocognitive variation
- one that avoids over-accommodation
- one that replaces misinterpretation with design clarity

This is where neuroinclusion stops being an abstract value and becomes **operational intelligence**.

And this, ultimately, is the shift SNIP is designed to enable:from understanding differenceto **designing for it—deliberately, respectfully, and without distortion**.

Systemic NeuroCognitive Indexing...

Unlock the power of the Systemic NeuroCognitive Indexing Protocol™ (SNIP) to transform your understanding of cognitive expression in context. This innovative framework reveals how individual neurodivergent and neurotypical variations influence work dynamics, helping you create tailored environments that enhance clarity, connection, and leadership effectiveness. Move beyond traditional labels and embrace a holistic, actionable approach to design that honors and utilizes every individual's unique cognitive strengths.