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NEUROINCLUSIVE LEADERSHIP & NERVOUS SYSTEM DESIGN

CBT-informed Tools

The workbook. Blank sheets for the tools you actually use, because paper beats working memory.

Seventy-five tools sit on the wheel. This workbook holds sheets for the handful that most people land on first. Print the pages you need, as often as you need them, and write on them by hand. Nothing here goes into an app, and nothing here is stored anywhere.

BEFORE ANY SHEET IN HERE

State first. Thought second. Action third.

At seven out of ten or higher, you reset and you do not reason. At six or below, you use a tool.

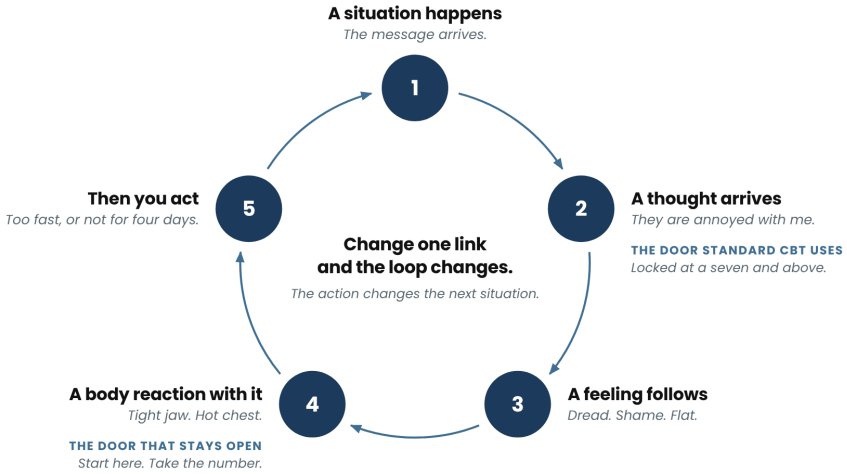
A reset is not clever. A sharp clap, a cold pack on the neck, ten seconds of pushing against a wall, a closed door. It is there to bring you back into range, and nothing on these pages works above a seven.

MY TWO RESETS, WRITTEN DOWN BEFORE I NEED THEM

ONE

TWO

WHAT EVERY SHEET IN HERE IS WORKING ON



Most people meet this as a triangle, with three corners. Thoughts, feelings, behavior. That drawing leaves out the two parts that decide everything for a neurodivergent brain: the situation you were standing in, and the body reaction that arrives before the feeling has a name.

Standard CBT always asks you to enter at the thought. That door is locked at a seven. The body door is not, which is why every sheet in here starts there.

SHEET ONE

The number

A number skips language, which helps on the days when no word arrives. Set your anchors once, then use the same scale for months.

My anchors

Pick a real memory for each one, so the numbers mean the same thing next month.

A 3 FEELS LIKE

A 7 FEELS LIKE

A 10 FEELS LIKE

0	1	2	3	4	5	6	7	8	9	10

Day	What happened, as a camera would see it	Number	Reset, or tool?

WHAT I NOTICED ACROSS THE WEEK

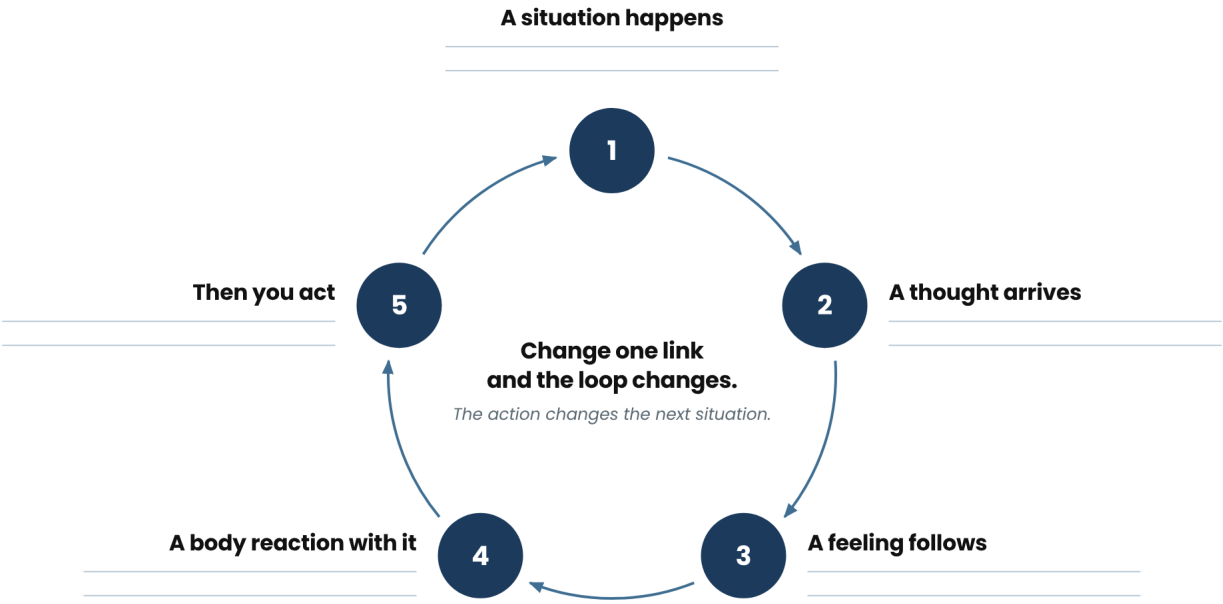
SHEET TWO

The loop, in your own words

One real moment from this week, written into all five parts. Do this once properly and the short sheets afterwards will take you three minutes each.

THE MOMENT I AM USING

MY NUMBER WHILE IT WAS HAPPENING



THE QUESTION THIS SHEET IS ASKING

Looking at what you wrote: **which link could you actually have reached at the time?** Not which one you should have reached. Which one was still open. That is the link your tools go on, and for most people on most hard days it is the body.

THE LINK THAT WAS STILL OPEN, AND WHAT I COULD PUT THERE

SHEET THREE

The three lines

The core of CBT, in three lines. A is what happened. B is what went through your mind. C is what you felt and what you did.

Three lines · 1

A as a camera would see it. Facts only. B in a full sentence. C with its number.

A · WHAT HAPPENED

B · WHAT WENT THROUGH MY MIND

C · WHAT I FELT, AND WHAT I DID

Three lines · 2

A as a camera would see it. Facts only. B in a full sentence. C with its number.

A · WHAT HAPPENED

B · WHAT WENT THROUGH MY MIND

C · WHAT I FELT, AND WHAT I DID

Three lines · 3

A as a camera would see it. Facts only. B in a full sentence. C with its number.

A · WHAT HAPPENED

B · WHAT WENT THROUGH MY MIND

C · WHAT I FELT, AND WHAT I DID

If B will not come, finish this sentence out loud: **and that means that**...

SHEET FOUR

The short thought record

The classic record has seven columns. This one has four, and it fits on an index card. Three minutes. A timer helps.

CARD 1

1 · THE SITUATION, ONE LINE

2 · THE HOT THOUGHT, AND MY NUMBER

3 · ONE OTHER WAY TO SEE IT

4 · MY NUMBER NOW

CARD 2

1 · THE SITUATION, ONE LINE

2 · THE HOT THOUGHT, AND MY NUMBER

3 · ONE OTHER WAY TO SEE IT

4 · MY NUMBER NOW

CARD 3

1 · THE SITUATION, ONE LINE

2 · THE HOT THOUGHT, AND MY NUMBER

3 · ONE OTHER WAY TO SEE IT

4 · MY NUMBER NOW

CARD 4

1 · THE SITUATION, ONE LINE

2 · THE HOT THOUGHT, AND MY NUMBER

3 · ONE OTHER WAY TO SEE IT

4 · MY NUMBER NOW

CARD 5

1 · THE SITUATION, ONE LINE

2 · THE HOT THOUGHT, AND MY NUMBER

3 · ONE OTHER WAY TO SEE IT

4 · MY NUMBER NOW

The hot thought is the one that makes the number jump when you imagine it is completely true. It is usually short, and usually old.

SHEET FIVE

Predict and test

Write down what you expect before you go in, then compare it with what happened. If your prediction came from past overload, it is data, not a distortion — the question is whether this time is different with the right supports in place.

Experiment 1

Fill in the top half before. The bottom half afterwards, on the same day.

WHAT I EXPECT TO HAPPEN, IN ONE LINE

HOW SURE I AM, 0 TO 100

WHAT SUPPORT I PUT IN PLACE FIRST

WHAT ACTUALLY HAPPENED

THE GAP BETWEEN THE TWO, AND WHAT I DO WITH IT

Experiment 2

Fill in the top half before. The bottom half afterwards, on the same day.

WHAT I EXPECT TO HAPPEN, IN ONE LINE

HOW SURE I AM, 0 TO 100

WHAT SUPPORT I PUT IN PLACE FIRST

WHAT ACTUALLY HAPPENED

THE GAP BETWEEN THE TWO, AND WHAT I DO WITH IT

SHEET SIX

The ladder

Ten situations that hit you, each with a number, ordered from lowest to highest. The ladder is a map. Whether you climb it is a separate decision.

№	The situation	Number	Fear, or pain?
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			

THE QUESTION THAT DECIDES THE COLUMN

Is this fear, or is this pain? Fear of a phone call is a rung you can climb. A noise that physically hurts your ears is not. Forcing yourself through a stimulus that hurts does not build tolerance. It builds dread. That one you solve by changing the environment, not by climbing.

SHEET SEVEN · THE ONE THAT MATTERS

Two tools, one week

Four or five tools is a full set, and you get there two at a time. Run these two for a week, then come back to this page.

THE DOMAIN THIS WEEK KEPT LANDING IN

THE DATE I LOOK AT THIS PAGE AGAIN

Tool One

Where you wrote it down counts as part of the tool.

THE TOOL

WHERE I WROTE IT SO I WOULD SEE IT

WHAT HAPPENED WHEN I USED IT

KEEP IT, OR DROP IT — AND WHY

Tool Two

Where you wrote it down counts as part of the tool.

THE TOOL

WHERE I WROTE IT SO I WOULD SEE IT

WHAT HAPPENED WHEN I USED IT

KEEP IT, OR DROP IT — AND WHY

IF YOU DID NOT USE IT

A tool you did not do is not a tool you failed. It is a tool that did not fit the week, the state or the brain you have. Drop it and take another one. There are seventy-three left.

BEFORE YOU USE THIS WITH ANYBODY ELSE

What this is not

This is not therapy. It is not treatment, and it does not diagnose anything. These are structured tools that coaches, educators, leaders, parents and neurodivergent people can use.

Know where the line sits. Some things need more than a tool. Low mood on most days for two weeks or more. Panic attacks. Memories of a trauma that keep forcing their way in. Eating that has become a struggle.

When you meet one of these, in a client or in yourself, stop using the tools as the main support. Say it plainly. This is beyond what coaching tools can carry, and I want you to have more support than this.

IF SOMEONE IS IN IMMEDIATE DANGER

Call or text **988** in the United States, or call your local emergency number.

The wheel and the handbook explain what each of the 75 tools is. The steps for all of them, and the note on what changes when your brain is neurodivergent, are the bonus module in the SHIFT part of the Access Institute: alexandrarobuste.com/access-institute.

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