LEADERSHIP TOOLKIT · NERVOUS SYSTEM REGULATION · NEURODIVERGENCE

The Regulated Leader

Your Inner Reset Map: eight interactive tools for leading with a regulated nervous system.

Stress signals, rest, boundaries, perfectionism, avoidance, gratitude and the Six Reset Languages™. For every leader, and especially for the neurodivergent ones: ADHD, autistic and AuDHD brains often feel the load first. Tick what's true, read your score, and take the next step that fits.

CHAPTER 01

Am I Actually Fine? The 30 Red Flags of Leading While Stressed

Your nervous system has been trying to tell you something. This is how you finally listen.

You keep saying you're fine. But your jaw is clenched. Your inbox feels like a threat. You rewrote the to-do list again instead of starting it.

Awareness isn't weakness — it's your first move toward sustainable leadership. Use this as your personal nervous system self-check. The more you recognise, the louder the signal.

BEHAVIOURAL SIGNALS

- [ ] You say yes even when overloaded — just to avoid disappointing someone
- [ ] You rewrite your to-do list five times but still don't start
- [ ] You ghost emails that aren't "urgent" — even if they matter
- [ ] You micromanage because it feels like the only thing you can control
- [ ] You secretly fantasise about quitting everything
- [ ] You avoid scheduling things you actually want to do — even rest
- [ ] You scroll, snack, or reorganise instead of tackling the real priority
- [ ] You resent being needed — even if you love your work
- [ ] You tell yourself "next week will be better" ... every week

MENTAL & COGNITIVE SIGNALS

- [ ] You obsess over past conversations or "mistakes" you can't change
- [ ] Everything feels equally urgent and equally impossible
- [ ] You fixate on tiny flaws that don't actually change the outcome
- [ ] You're waiting for the "perfect time" to rest or reset
- [ ] You zone out — even in meetings you're leading
- [ ] Your mind spins in loops at night but goes blank in front of tasks
- [ ] You start three tasks but can't finish any of them
- [ ] Your creativity feels missing, distant, or dulled
- [ ] You feel like if you stop, everything will fall apart

EMOTIONAL SIGNALS

- [ ] You lose patience easily — even with people you usually enjoy
- [ ] You feel emotionally flat — not sad, just nothing
- [ ] You've withdrawn or snapped without meaning to
- [ ] You feel guilty for resting — so you don't
- [ ] You're increasingly sarcastic, cynical, or low-key resentful
- [ ] You feel like you're "performing" leadership, not living it
- [ ] You dread social interaction, even with close friends
- [ ] You feel like you're failing privately while looking "fine" publicly

PHYSICAL & SENSORY SIGNALS

- [ ] You wake up tired — even after "sleeping enough"
- [ ] Your jaw, shoulders, or stomach are constantly tense
- [ ] You crash after small tasks — like sending an email
- [ ] Loud noises, bright lights, or multitasking feel unbearable
- [ ] You feel overstimulated in crowds — or even at home
- [ ] You get frequent headaches, stomach upset, or tension pains
- [ ] You flinch or get startled easily
- [ ] You crave total silence — but even then, your system can't relax
- [ ] You're eating mindlessly or skipping meals without noticing

What Your Score Tells You

5–10

Caution zone. Create gentle buffers and reset routines now, before the hit lands.

11–20

Stress is leading. Daily micro-resets and boundary checks are now essential, not optional.

21+

Early burnout. You don't need a productivity hack. You need permission to recover.

Awareness ≠ weakness. It's the first step toward sustainable power. You can't regulate what you refuse to see.

CHAPTER 02

The Leader Reset Sheet

Nervous system recovery in real time. Not for after you burn out — for staying whole while you lead.

Leadership under pressure isn't about powering through. It's about knowing when to pause, how to protect your clarity, and how to stay centred when others spiral.

"A soft inner exhale that sharpens your outer presence."

The 8 Types of Rest

Not all rest is created equal. These eight types recalibrate different forms of fatigue. The skill is choosing the one you actually need.

01 · 2–5 MIN

Physical Rest

Helps: body tension, headaches, fatigue

Walking, stretching, lying flat, 3 deep belly breaths, unclenching your jaw

02 · 3–5 MIN

Mental Rest

Helps: racing thoughts, decision fatigue

Minutes of white space, closing all tabs, no new inputs

03 · 1–3 MIN

Sensory Rest

Helps: screen overload, noise fatigue, light sensitivity

No screens, dim lights, sit in silence, eye mask

04 · ANYTIME

Creative Rest

Helps: idea blocks, monotony, disconnection from joy

Looking at beauty, listening to music, time in nature

05 · 5 MIN

Emotional Rest

Helps: people-pleasing, inner pressure, burnout

Say one honest sentence. Name the truth of how you feel.

06 · 5 MIN

Social Rest

Helps: overstimulation, performance fatigue

Be alone. Or be with someone where you can be fully yourself.

07 · ANYTIME

Spiritual Rest

Helps: disconnection from meaning, inner emptiness

Stillness. Gratitude. Looking up. Asking: "What still matters?"

08 · ANYTIME

Relational Rest

Helps: loneliness masked as productivity, disconnection

One real conversation. Not catching up — actually connecting. Let yourself be seen by someone safe.

Language Cues That Create Clarity

Your voice can be a nervous system anchor — for you and everyone listening.

WHEN YOU NEED A PAUSE

- *"Let me take a moment to think before I respond."*
- *"I'd like to pause before we jump to the next thing."*

WHEN THE ENERGY FEELS RUSHED OR HEATED

- *"That deserves presence — I'll follow up shortly."*
- *"I want to respond with clarity, not urgency."*
- *"Can we take 60 seconds to breathe before we continue?"*

WHEN YOU'RE PROTECTING YOUR OWN CAPACITY

- *"I need a moment to reset before I engage again."*
- *"Let's take a short buffer before we shift topics."*

> These phrases aren't weakness. They're structure. And they model what psychological safety actually sounds like.

CHAPTER 03

Mismanaged Stress The Hidden Saboteur of Leadership

Stress itself isn't the problem. When it's ignored, suppressed, or mishandled — it stops being fuel and starts being fire.

Short bursts of pressure can sharpen performance, heighten creativity, and fuel action. But unmanaged stress becomes cultural — not just personal. And by then, everyone's already paying the price.

What Mismanaged Stress Looks Like

SYMPTOM	WHAT IT LOOKS LIKE	WHAT IT ACTUALLY MEANS
Micromanagement	Controlling every decision, detail, and deliverable	You feel unsafe delegating because you're running on anxiety, not clarity
Emotional Outbursts	Snapping, sarcasm, passive-aggression, sudden shutdowns	Your nervous system is in fight-or-flight, but you're calling it "urgency"
Quiet Quitting	Your team withdraws, stops contributing ideas, or coasts	They don't trust the emotional environment anymore — so they conserve energy
Loud Resignations	Top talent leaves suddenly, citing "misalignment"	Stress became cultural — not just personal — and no one addressed it
Burnout Culture	Team is "functioning," but innovation and morale are gone	You've normalised survival mode instead of recovery and creativity

Your Personal Stress Self-Check

MENTAL & COGNITIVE

- [ ] Hard to make even small decisions
- [ ] Same thought loops, repeatedly
- [ ] Catastrophising: "This is going to ruin everything"
- [ ] Avoiding planning because everything feels overwhelming
- [ ] Stopped thinking long-term — constant crisis mode
- [ ] Thinking "If I don't do it, no one will" — a lot

EMOTIONAL & BEHAVIOURAL

- [ ] More irritable than usual — snapping or withdrawing
- [ ] Emotionally numb or flat, even during wins
- [ ] Overreacting to small changes, delays, or feedback
- [ ] Lost motivation for things you used to enjoy
- [ ] Secretly fantasise about quitting or disappearing
- [ ] Don't feel like yourself anymore, but can't say why

PHYSICAL & SOMATIC

- [ ] Sleep is shallow, broken, or wake up exhausted
- [ ] Relying on caffeine or stimulants to function
- [ ] Tight jaw, shoulders, or chest
- [ ] Shallow or tight breathing — especially in meetings
- [ ] Hard afternoon crash (energy drop, brain fog)
- [ ] Feeling physically heavy or sluggish

SENSORY & ENVIRONMENTAL

- [ ] Easily overstimulated by sound, light, or crowded spaces
- [ ] Background noise or chatter drains you
- [ ] Flinching or getting startled more easily
- [ ] Avoiding shows, music, social media — can't handle more input
- [ ] Want total silence but can't relax even when you get it
- [ ] Feel safer alone than around others — even loved ones

5–10	11–20	21+
Signalling caution. Slow down and reset now.	Stress is running the show. Survival mode. Immediate micro-resets needed.	Early-stage burnout. Recovery isn't a luxury — it's urgent.

CHAPTER 04

The People-Pleasing Pattern Audit

"Did I say yes because I wanted to — or because I didn't know how to say no?"

Use this audit when you're feeling stretched, resentful, or like you've become the default fixer again.

Inner Voice Check

What's your inner monologue saying right before you agree?

- [ ] "It's just easier if I do it."
- [ ] "I don't want to seem difficult."
- [ ] "They'll be disappointed if I say no."
- [ ] "They need me — no one else will step in."
- [ ] "I'll feel guilty if I don't help."
- [ ] "They've done so much for me..."
- [ ] "If I do this now, they'll appreciate me later."
- [ ] "This is what a good colleague / friend / partner / parent does."

Body + Nervous System Clues

How does it feel in your body after agreeing to something you didn't really want to?

- [ ] Slight chest tightness or shallow breath
- [ ] Heavy stomach, like a small pit of dread
- [ ] Jaw tension or neck stiffness
- [ ] Sudden energy drop or fatigue
- [ ] A subtle urge to cancel or withdraw
- [ ] Hyper-alertness: "I have to do it just right now"
- [ ] That weird overthinking buzz

> Your body often knows you've crossed your own boundary before your mind admits it. Listen to it first.

Emotional Fallout — How It Builds Up

- [ ] Low-key resentment toward others — even if they never asked for the extra help
- [ ] Irritability at small requests
- [ ] Guilt when you even think about saying no
- [ ] Feeling invisible or underappreciated
- [ ] Shame spiral: "Why do I always do this?"
- [ ] Self-abandonment hangover
- [ ] Burnout masked as busyness

Pressure leaks out sideways — usually as emotion we weren't "allowed" to feel directly.

The Pre-Yes Clarity Check

Next time you're about to say "Sure!" out of habit — ask these five questions first:

1. Is this actually mine? Am I responsible for this, or am I catching what someone else is dropping?
2. Is this part of my role — or just what I usually do? Would I expect this from someone else in my position?
3. Is this being asked of me, or am I jumping in uninvited?
4. Do I have the capacity for this right now — without resentment?
5. What would I say if I assumed I didn't need to earn approval right now?

Responses That Don't Burn Bridges

WHEN YOU NEED TO BUY TIME

- *"Let me think on that and circle back shortly."*
- *"Can I check my bandwidth first? I'll get back to you by [X]."*
- *"I want to give that a proper look — can I get back to you after [deadline]?"*

WHEN YOU WANT TO SAY NO, GENTLY

- *"I'm not able to take that on right now."*
- *"I have to pass this time to stay focused on current priorities."*
- *"I'd love to help, but I'd be overstretching myself — and that doesn't serve either of us."*

WHEN YOU WANT TO SAY "NOT NOW"

- *"I'm at capacity right now. Can we revisit this next week?"*
- *"Not a no — just a not-right-now."*

Nervous System Affirmations for Regulated No's

Say these slowly. Repeat them aloud. Let your body catch up to your boundary.

"I can be kind and clear."	*"My worth is not measured by my availability."*
"A respectful no protects my energy, not the relationship."	*"They can be disappointed — and I can still be safe."*
"I don't owe access to earn belonging."	*"Every time I honour my limit, I strengthen my leadership."*
"I don't need to rescue to be respected."	*"Saying no is not rejection. It's regulation."*

Find Your Core Fear

When people-pleasing takes over, there's often a hidden fear beneath the surface. Name it — so it stops running the show.

1. What am I afraid will happen if I say no?
2. What do I believe they'll think of me if I set a boundary?
3. Whose approval am I chasing — and do they even expect that of me?
4. Did I learn early that love = usefulness, peacekeeping, or being low-maintenance?

5. What's more uncomfortable — disappointing others, or betraying myself?
6. In what situations do I say yes automatically, without checking in first?
7. What does "being needed" do for my identity or sense of safety?
8. How often am I saying yes out of guilt, fear, or habit — not alignment?
9. What would change if I believed "no" is an act of self-trust?
10. What's the cost of continuing to be available by default?

CHAPTER 05

The Perfectionism Disarm Kit

Because not every high standard is rooted in health. Some are survival stories that need rewriting.

Old Voice → New Voice

Rewrite the inner critic. Not with toxic positivity — with honest, workable truth.

OLD VOICE	NEW VOICE
"If I don't do it perfectly, it's not good enough."	**"If I do it honestly and well, it's more than enough — even if it's a little messy."**
"If I slow down, I'll fall behind."	**"Pausing helps me lead with intention — not just momentum."**
"I should've done more."	**"What I did was enough for today. My worth is not in my output."**
"They're counting on me to hold it all."	**"Support doesn't mean self-sacrifice. Shared responsibility is strength."**
"I can't let anything slip."	**"Things can be incomplete and still be okay. Perfection isn't a requirement for safety."**
"Mistakes mean I'm slipping."	**"Mistakes mean I'm learning. Rigidity isn't the same as excellence."**
"My value comes from what I achieve."	**"My value is inherent. Achievement is expression — not proof."**

The "Good Enough" Stop & Check

Use when you're tempted to tweak, rework, or "just clean it up a little" — even though the task is already done.

- [ ] Have I met the original goal — or moved the goalpost?
- [ ] Would someone I trust say "it's done" right now?
- [ ] Is the change meaningful — or just making me feel safer?
- [ ] Have I been "fixing" for longer than the task actually took?
- [ ] Am I doing this for clarity — or for control?
- [ ] If I hit send now, what's the realistic consequence?
- [ ] Is this rooted in my standards — or in fear of how I'll be perceived?
- [ ] Could I rest now instead of refining?

> If you've ticked 4 or more — it's likely good enough. **Hit send. Walk away. Breathe. The world keeps turning.**

What's Underneath the Fixing? — Journal Prompts

EXPLORE THE ROOT

1. When did I first learn that being "good" meant getting things right?
2. How was imperfection responded to in my family, school, or early career?
3. Did I ever feel like love, safety, or belonging had to be earned?
4. Who praised me the most — and what did they praise?
5. What would it have felt like to make a mistake and still be safe?

LOOK AT THE PRESENT

1. What parts of me feel most anxious when things are "unfinished" or messy?
2. What do I fear will happen if I don't fix something right away?
3. When I rush to control details, what feeling am I avoiding?
4. Who benefits when I overfunction — and who disappears?

5. What would it look like to let someone else carry something imperfectly?

INVITE A NEW NARRATIVE

1. What if "done" was enough — even if it's not "flawless"?
2. What would I do differently if I fully trusted my value wasn't on the line?
3. What parts of me are asking for rest, not performance?
4. Where might I soften today — without losing anything that actually matters?

Scripts to Stop the Silent Rework Loop

TO YOURSELF

- *"This feels urgent, but it's not important."*
- *"It's okay to release things that are 90% complete."*
- *"My nervous system is craving safety, not another edit."*
- *"Done is an act of trust."*

TO YOUR TEAM

- *"This looks solid — I'd only nitpick from here."*
- *"It's clear and complete as is. Let's ship it."*
- *"We're at the point of diminishing returns. Let's go with it."*

CHAPTER 06

The Avoidance Decoder

Calm outside, chaos inside? Avoidance isn't weakness — it's a stress signal. Decode it. Then lead from the inside out.

Spot the Signs — Be Honest, Not Heroic

- [ ] I avoid checking my inbox when I know there's a task waiting
- [ ] I wait until I'm "in the mood" to do something important
- [ ] I rearranged my desk instead of facing that spreadsheet
- [ ] I said yes to something, then quietly hoped it gets cancelled
- [ ] I ghosted a message because I didn't know how to answer perfectly
- [ ] I "research" instead of acting — and call it planning
- [ ] I ignore reminders because they make me feel ashamed
- [ ] I get weirdly energised at 10pm … and crash by 10am
- [ ] I feel exhausted by tasks I used to enjoy
- [ ] I avoid asking for help — but resent doing it all alone
- [ ] I act chill, but have imaginary arguments in my head
- [ ] I convince myself the task is pointless so I can drop it
- [ ] I often say "I'm just behind" when it's actually emotional freeze

> The avoider doesn't flake because they don't care. They flake because their nervous system screams **"TOO MUCH"** — even in silence. Avoidance is often a freeze response dressed up as procrastination.

Decode the Trigger

- [ ] Fear of doing it wrong
- [ ] Not knowing where to begin
- [ ] Dreading conflict or judgment
- [ ] Too many open loops, not enough clarity

- [ ] Nervous system overwhelm: "I just can't today."
- [ ] Shame about being "behind again"
- [ ] Perfectionism in disguise: "If it's not perfect, why try?"

Your Micro-Move Menu

One small action = pattern interrupt. Pick one. Do it now.

Open the file. Just open it — no pressure to finish.	Write a "here's where I'm at" update — even if messy.	Schedule a 15-minute "start block" with no expectations.
Voice memo a friend: "I'm stuck on this. Just needed to say it."	Rename the task to something less scary. "Draft 1" → "Ugly First Pass"	Do jumping jacks. Yes, really. 10. Right now.

Is It Something Neurodivergent?

- [ ] Do you need a sudden "click" of energy before anything gets done?
- [ ] Does vague feedback ("Can you check this?") shut you down?
- [ ] Do too many options make your brain crash instead of decide?
- [ ] Do to-do lists feel like judgment instead of help?
- [ ] Is your sense of time unreliable?
- [ ] Do you need the right vibe (music, lighting, hoodie) to begin?
- [ ] Do simple tasks sometimes feel physically overwhelming?
- [ ] Are you mentally juggling 20+ tabs — and avoiding them all?

> If you ticked more than five, your avoidance may be less about discipline and more about neurodivergent bandwidth management.

Regulate First. Then Try Again.

- [ ] 4-7-8 breathing: 4 in, hold 7, out 8 — repeat 3 times
- [ ] Cold water on wrists or splash face
- [ ] Body shake, stretch, or stand outside for 60 seconds
- [ ] Grounding: feet on floor, name 3 things you see
- [ ] Say aloud: "This is stress, not failure."
- [ ] Put on your regulation anthem

"You don't have to 'fix' yourself to function. You just need to make space for how your brain actually works — and lead yourself gently back into momentum."

Executive Function Hacks — Less Friction, Not More Motivation

Task Deconstruction: What's literally the first move? Name it. Rename the task to sound less scary.

Body Doubling: Text a friend. Start a Zoom. Mute. Work together. No pressure.

Timed Safety Start: Set a 5-minute timer. You're allowed to stop after. You usually won't want to.

Pre-Dopamine Reward: Pick a mini-reward before starting. "After 10 minutes, I get coffee."

Smallest Possible Version: Ask: "What's the 10% version of this task?" Do only that. Completion builds momentum faster than planning.

Environment Switch: Can't start at your desk? Move. Different chair, different room, outside. Your nervous system links locations to states — change the location, change the state.

CHAPTER 07

12 Gratitude Practices Worth Actually Trying

Low-lift, high-impact tools to lower cortisol, lift mood, and train your brain to regulate — without the journaling guilt.

Your nervous system doesn't know the difference between a real moment of safety and a remembered one. It just learns: *this is what safety feels like.* That's why gratitude works — not because it's positive thinking, but because it's a neurological reset.

01 · 2–5 MIN

Gratitude Breath-In

Inhale: "I receive." Exhale: "I'm thankful." Repeat. Let your body settle into the rhythm.

02 · 1–3 MIN

3 Things on the Spot

Wherever you are — name 3 things you're grateful for right now. No drama needed. Sunlight. Hot coffee. A working laptop.

03 · 5–15 MIN

Gratitude Walk

Walk and focus only on appreciation — of movement, breath, sounds, colours. Don't think. Just feel: "This is good."

04 · 5 MIN

The "Thank You" Loop

Pick one person you haven't consciously thanked in a while. Text them. Or just say it in your mind. Not performative — just honest.

05 · 3–7 MIN

Micro-Memory Replay

Close your eyes and relive a recent moment that felt calm, warm, or joyful. Focus on the details. Let your body remember it too.

06 · 1–2 MIN

Gratitude in the Chaos

When something goes wrong, pause: "What's still okay right now?" This grounds your state so you can respond with clarity.

07 · 3–5 MIN

Body Gratitude Scan

Scan your body and thank each part: "Thanks, feet, for carrying me." Even if something hurts, find one thing to honour.

08 · 1 MIN

Gratitude Touchpoint Object

Carry something symbolic (a stone, bracelet, ring) and anchor a grateful thought to it. Each time you touch it, pause.

09 · 3–7 MIN

Evening "What Was Good?"

Before bed, name 3 good things from the day. Rewires your brain to end on safety and success, not unfinished to-dos.

10 · 5–10 MIN

Gratitude Stack in the Shower

Stack as many "thank you" thoughts as you can while showering. Warm water? Thank you. Privacy? Thank you. A body that works? Thank you.

11 · 2–4 MIN

Gratitude Letter — Unsent

Write 3–5 sentences to someone who shaped you — a teacher, a friend, a stranger. You don't have to send it. The writing itself is the reset.

12 · 1 MIN

Right Now, I Have

Name one thing you have right now that you once wished for. Just one. Let it land. This is the practice.

> Your nervous system doesn't know the difference — it just learns: **this is what safety feels like.**

CHAPTER 08

The Six Reset Languages™

Not everyone resets the same way. These six languages map how your nervous system finds its way back to regulated — so you can stop forcing someone else's reset onto your own wiring.

You know the feeling: you've tried everything — the meditation app, the deep breaths, the walk — and you're still buzzing or flat or stuck. That's not a failure of willpower. It's a mismatch of reset language.

The Six Reset Languages™ describe the six primary channels through which the nervous system returns to regulation. Most people have one or two dominant languages. Understanding yours changes everything about how you recover, recharge, and lead.

01 · THINK

The Thinker's Reset

Your nervous system regulates through mental engagement, not away from it

Puzzles, reading, writing, problem-solving for its own sake, journaling, learning something new. Your brain calms by doing what it loves: thinking.

02 · MOVE

The Mover's Reset

Your body needs to discharge stored stress through physical expression

Walking, running, dancing, shaking, stretching, swimming, cleaning with intention. For you, movement is the regulation itself.

03 · TOUCH

The Feeler's Reset

Texture, temperature and physical sensation return you to your body

Cold water, warm baths, weighted blankets, kneading dough, petting animals, fidget tools, bare feet on grass. You regulate through what you can touch and feel.

04 · LISTEN

The Listener's Reset

Sound is your primary nervous system anchor, for better and for worse

Music, silence, nature sounds, podcasts, humming, singing. The wrong sound dysregulates you fast. The right one brings you back just as quickly.

05 · SPACE

The Spacer's Reset

Your nervous system needs room, physical, visual or temporal, to settle

Open spaces, tidying, changing rooms, looking at the horizon, decluttering, rearranging. You regulate by orienting yourself in space. Clutter is nervous system noise.

06 · CONNECT

The Connector's Reset

You find your way back through a safe person

One honest conversation, a walk with someone you trust, body doubling, sitting in shared silence, time with an animal. Your nervous system borrows calm from another regulated one.

Find your language: what do you reach for when you're overwhelmed, before you think about it? That instinct is data. Use it on purpose, before the crisis, and you'll need the crisis far less often.

How to Use Your Reset Language at Work

Most people use different languages for different kinds of stress. Emotional overload might need Touch, mental overload might need Move. Knowing your language is only half the picture. The other half is designing your environment so that regulation is available — before you need it desperately.

Think: Keep a "thinking toy" nearby — a problem you enjoy. Use it as a micro-reset between draining tasks.

Move: Build movement into your schedule, not as exercise — as regulation. Walking meetings. Standing. Pacing while you think.

Touch: Keep a fidget tool, stress ball, or textured object at your desk. Permission to use it — always.

Listen: Build a regulation playlist. Know your "focus" sound vs. your "calm" sound vs. your "energise" sound. Use them with intention.

Space: Protect one tidy corner of your workspace. Clear your desk before hard conversations. Give yourself a visual horizon when possible.

Connect: Have one person you can text "I need five minutes." Walk-and-talk instead of sit-and-talk. Body doubling for the tasks you avoid alone.

> You are not bad at regulating. You may simply have been trying to regulate in someone else's language. **Find yours. Use it without apology.**

YOUR NEXT STEP

Lead like this with your team, too.

These tools work for you on your own. If you want to build them into how you lead, I work with leaders one to one in Executive Access. And if you want to teach this to others, the Access Institute is my professional certification in neuroinclusive practice.

Neurodivergence Practice & Leadership Academy

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