



# Lead Me Through Understanding

An orange line drawing of a power plug with two prongs, connected to a cord that curves upwards and to the right, positioned to the right of the word 'Through'.

The Unconscious Needs That Shape  
Neurodivergent Behavior at Work

An orange line drawing of a power plug with two prongs, connected to a cord that curves downwards and to the left, positioned below the subtitle.

Signe Erritzøe

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# Lead Me Through Understanding

The Unconscious Needs That Shape  
Neurodivergent Behavior at Work

Lead me trough understanding - The unconscious needs of neurodivergents in the workplace  
Oprindelig titel: Led mig gennem forståelse — Om neurodivergentes ubevidste behov på  
arbejdspladsen.

Af Signe Erritzøe

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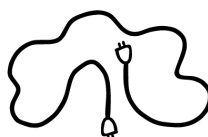
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*"The employers we've spoken to say that, overall, hiring individuals with autism has strengthened their company culture.*

*By having to learn how to lead people with autism, they've become better leaders for all their employees."*

David Kearon, spokesperson for Autism Speaks

Thank you to the various leaders who took the time to answer questions, and to all the neurodivergent individuals who allowed themselves to be interviewed for hours, multiple times, and who have actively commented on countless posts with insights into your experiences in the workplace. This book is for all of you and for Denmark's leaders.

Thank you to my closest ones for supporting me and for putting up with hearing about ADHD again and again and again, hour after hour after hour. Unfortunately, this probably won't stop anytime soon.

[www.neurodivers-ledelse.dk](http://www.neurodivers-ledelse.dk)

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## ***NOTE: BEFORE YOU BEGIN***

As you read this book, I ask you to keep in mind that it is written by a neurodivergent brain. A brain that thinks differently. A brain that sees connections in a different way. And a brain that sometimes takes off on its own. I have deliberately chosen not to have a neurotypical editor involved because I want you as a reader (as a leader) to experience and be challenged when things are not written or explained in the usual way.

I may leave space for you to draw your own conclusions, and at times, you might feel frustrated or irritated that you have to put in a little extra effort to fully grasp what I mean. That's okay. I trust that the interpretation you arrive at will be meaningful to you.

You can see this entire book as an exercise in understanding "a different kind of brain"—a preparation for showing understanding toward a neurodivergent employee's different thought processes, ways of being, and possibly... quirky writing style.

Happy reading!

// Signe

**P.S.** If you are neurodivergent, I recommend starting with the last chapter! But hey, you do you.