

DIVERGENT ENERGY BY DESIGN

A neurodivergent-affirming framework that helps families and educators begin to understand how individuals learn, regulate, communicate, and thrive through energy-aligned support.

The Neurodivergent Learning Lens

Reflection 2: What Drains This Learner?

When do you notice frustration, shutdown, resistance, overwhelm, or burnout?

Check any patterns you notice:

- ☐ Too much noise
- ☐ Too many transitions
- ☐ Long periods of sitting
- ☐ Being rushed
- ☐ Too many directions at once
- ☐ Social overwhelm
- ☐ Feeling misunderstood
- ☐ Lack of choice
- ☐ Unexpected changes
- ☐ Perfectionism
- ☐ Too much structure
- ☐ Not enough structure

The Neurodivergent Learning Lens

Many neurodivergent learners are navigating systems that were never designed with their nervous systems, learning styles, pacing, communication needs, or natural rhythms in mind.

As a result, they are often misunderstood. Beneath many of these labels are unmet needs, misunderstood strengths, nervous system overwhelm, sensory differences, and learning environments that simply do not fit.

This guide was created to help you pause, observe, and become curious about one learner in mind. When we begin to understand how someone naturally learns, moves, regulates, communicates, and responds to the world, everything starts to make more sense.

Different ≠ less

Sometimes, it is simply different by design.

Throughout this guide, you will reflect on:

- What helps this learner thrive
- What creates overwhelm or shutdown
- Hidden strengths that may be misunderstood
- Patterns related to energy, regulation, and environment
- A gentle introduction to Human Design as a supportive lens for neurodivergent education



NXT GENERATION'S
NEURODIVERSE
UNIVERSE

WE EXIST TO TURN INDIVIDUAL DESIGN & LIVED EXPERIENCE INTO COLLECTIVE GROWTH, CREATING A NEURODIVERSE UNIVERSE WHERE DIFFERENCE IS CELEBRATED AS THE BLUEPRINT FOR BELONGING.

EMPOWERING EDUCATION • WHOLISTIC HEALTH • COMMUNITY CONNECTION

Copyright Terms

© 2026 Dani Williams | NXT Generation Wellness LLC. All rights reserved. No part of this publication may be reproduced, stored in a retrieval system, or transmitted in any form or by any means—electronic, mechanical, photocopying, recording, or otherwise—without the prior written permission of the copyright owner, except for brief quotations used in reviews or educational settings with proper attribution.

This workbook is intended for personal or educational use only and may not be sold, repurposed, or distributed for commercial gain without permission.

For permissions or inquiries, please contact: dani@nxtgennation.com.

The Neurodivergent Learning Lens

Many neurodivergent learners are navigating systems that were never designed with their nervous systems, learning styles, pacing, communication needs, or natural rhythms in mind.

As a result, they are often misunderstood. Beneath many of these labels are unmet needs, misunderstood strengths, nervous system overwhelm, sensory differences, and learning environments that simply do not fit.

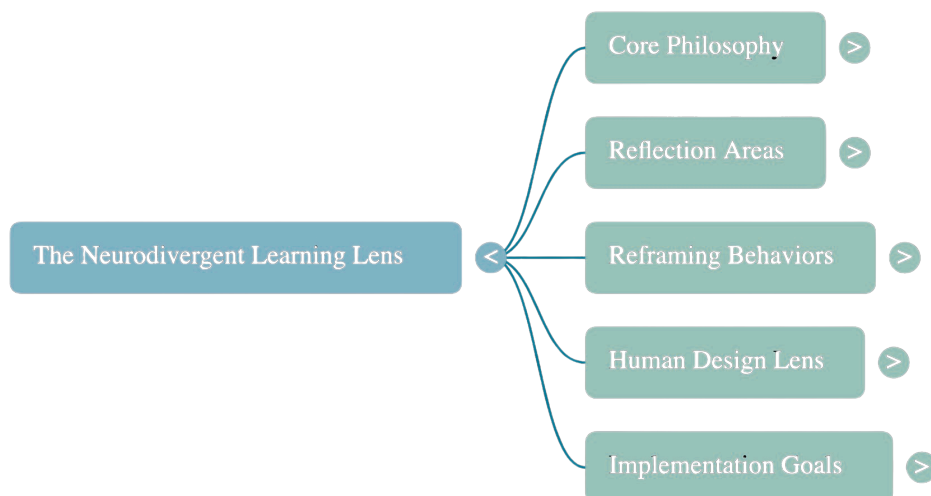
This guide was created to help you pause, observe, and become curious about one learner in mind. When we begin to understand how someone naturally learns, moves, regulates, communicates, and responds to the world, everything starts to make more sense.

Different ≠ less

Sometimes, it is simply different by design.

Throughout this guide, you will reflect on:

- What helps this learner thrive
- What creates overwhelm or shutdown
- Hidden strengths that may be misunderstood
- Patterns related to energy, regulation, and environment
- A gentle introduction to Human Design as a supportive lens for neurodivergent education





Educator & Family Overview

Every learner experiences the world differently. Traditional educational models often focus on changing the learner to fit the environment. This guide invites families, educators, therapists, and caregivers to explore the opposite approach: understanding the learner first.

The Neurodivergent Learning Lens is a strengths-based reflection guide designed to help adults better understand how a child, teen, or young adult naturally learns, communicates, regulates, connects, and engages with the world. Rather than focusing on deficits or behaviors alone, this workbook encourages observation through curiosity, compassion, and individualized support.

Throughout the guide, participants reflect on five key areas:

1. **What Naturally Energizes This Learner:** Discover the interests, environments, and experiences that spark engagement, motivation, and authentic participation.
2. **What Contributes To Overwhelm:** Identify patterns that may lead to shutdown, burnout, frustration, sensory overload, or nervous system dysregulation.
3. **Regulation and Readiness:** Explore what helps this learner feel safe, focused, calm, and ready to learn.
4. **Environmental Fit:** Consider how physical spaces, sensory input, movement, routines, and social settings influence learning and well-being.
5. **Reframing Common Labels:** Shift from deficit-based thinking toward strengths-based understanding by exploring how commonly misunderstood behaviors may actually represent important needs, gifts, or differences.

The guide concludes with a gentle introduction to Human Design as one possible framework for understanding individual differences. Rather than presenting Human Design as a diagnostic tool, it is offered as an additional lens that may help families and educators better understand learning preferences, energy patterns, communication styles, motivation, pacing, regulation, and environmental needs.





How To Use This Guide

This reflection guide is an invitation to become more curious. As you move through each reflection, keep one child, teen, or learner in mind. Think about the moments when they seem most engaged, calm, joyful, overwhelmed, frustrated, or energized. Rather than focusing on what needs to be "fixed," notice what patterns begin to emerge.

You may not know every answer right away and that's okay. Sometimes the greatest insight comes simply from slowing down and paying attention.

As you complete this guide...

- Observe before interpreting
- Look for patterns instead of isolated moments
- Focus on strengths just as much as challenges
- Consider how the environment may be influencing behavior
- Stay open to curiosity rather than certainty

Every learner is doing the best they can with the nervous system, experiences, and supports available to them. Often, what appears to be resistance, distraction, or defiance is actually information that can help us better understand their needs.

This reflection guide is designed to help you shift from asking: "What's wrong with this learner?" to asking: "What is this learner trying to tell me?"

As you continue through the reflections, you'll begin building a more complete picture of how this learner naturally engages with the world. That understanding can become the foundation for more compassionate, individualized support—at home, at school, and in the community.





Reflection 1: What Energizes This Learner?

Take a moment to think about the child, teen, or learner you are reflecting on. When does this learner seem most engaged or alive?

Check all that apply:

- ☐ Hands-on activities
- ☐ Movement and active learning
- ☐ Quiet independent work
- ☐ Creative expression
- ☐ Talking things out
- ☐ Predictable routines
- ☐ New experiences
- ☐ Helping others
- ☐ Building or creating
- ☐ Time outside
- ☐ Visual learning
- ☐ One-on-one support
- ☐ Choice and autonomy
- ☐ Group collaboration

Reflect:

What activities seem to naturally light them up?



Reflection 2: What Drains This Learner?

When do you notice frustration, shutdown, resistance, overwhelm, or burnout?

Check any patterns you notice:

- ☐ Too much noise
- ☐ Too many transitions
- ☐ Long periods of sitting
- ☐ Being rushed
- ☐ Too many directions at once
- ☐ Social overwhelm
- ☐ Feeling misunderstood
- ☐ Lack of choice
- ☐ Unexpected changes
- ☐ Perfectionism
- ☐ Too much structure
- ☐ Not enough structure

Reflect:

What situations tend to feel heavy, stressful, or dysregulating?



Reflection 3: Regulation & Readiness

When does this learner seem most regulated? Finish these sentences:

They feel safest when...

They focus best when...

They calm down best by...

They often become overwhelmed when...



Reflection 4: Environment Matters

Some learners thrive in busy, collaborative environments. Others need quiet, cozy spaces. Some need movement. Others need predictability.

What spaces seem to support this learner best?

- ☐ Quiet spaces
- ☐ Cozy corners
- ☐ Outdoor settings
- ☐ Flexible seating
- ☐ Background noise/music
- ☐ Low sensory environments
- ☐ Social environments
- ☐ Independent environments

Reflect:

What environment seems to help them feel most like themselves?



Reflection 5: Reframing Common Labels

Sometimes what we call “problem behaviors” are actually misunderstood strengths. Let’s flip the script.

1. “Distracted” → Curious, observant, interest-driven, noticing many things at once

What captures this learner’s curiosity?

2. “Defiant” → Autonomous, independent, protective of agency

When does this learner thrive with more ownership or choice?

3. “Too Emotional” → Deeply sensitive, empathetic, emotionally aware

What emotions or experiences seem especially meaningful to them?

4. “Unmotivated” → Energy mismatch, overwhelm, unclear expectations, nervous system fatigue

When do you actually see motivation show up naturally?

5. “Too Much” → Passionate, expressive, deeply feeling, energetically big

Where might this learner be shrinking themselves to fit in?



A General Guide to Human Design

At NXT Generation Wellness, we believe there are many ways to better understand a learner. One of the compassionate lenses we explore is Human Design. In our program, Divergent Energy by Design, we use Human Design as a gentle framework that may help families and educators better understand how someone naturally learns, processes, regulates, connects, and engages with the world around them.

It can offer language, perspective, and curiosity around things like:

- natural energy patterns
- pacing and rhythm needs
- communication and interaction styles
- decision-making tendencies
- motivation and engagement
- regulation and nervous system support
- environmental preferences
- learning strengths and tendencies

Reflect:

After completing this guide, what is one thing that makes more sense about this learner?

What is one thing you want to approach differently?

What strengths are you beginning to notice more clearly?

Let's Continue The Journey

If completing this guide left you feeling intrigued, you are in the right place at the right time. Many families and educators notice that once they begin observing through a strengths-based lens, new questions naturally emerge.

- What if many of the behaviors we've learned to manage are actually invitations to better understand the individual?
- How can we create environments that work with someone's natural way of learning instead of against it?

One of the most meaningful discoveries many families and educators make is that understanding others often begins with understanding ourselves. As we become more aware of our own energy, communication style, nervous system, motivations, and natural rhythms, we begin to notice how these influence the way we parent, teach, lead, and support others.

Inside *Divergent Energy by Design*, we'll explore both.

Together, we'll discover:

- Why every learner experiences the world differently
- How Human Design can provide another compassionate lens for understanding learning, regulation, motivation, and connection
- Practical ways to create environments that honor individual strengths.
- How your own Human Design can deepen your self-awareness as a parent, educator, therapist, coach, or caregiver
- The ways our own patterns, expectations, and communication styles influence the relationships we build
- How greater self-understanding often leads to greater compassion, flexibility, and confidence in supporting others

To learn more, contact: Dani Williams

 dani@nxtgennation.com

 www.nxtgenerationwellness.com

Energy Type & Strategy Reference Sheet



Authority Reference Sheet

