

THE 60-MINUTE DECRYPTION PROTOCOL

SUBJECT: Rapid Identification of Neurodivergent Phenotypes (AuDHD/ASD/ADHD)

USER: Clinicians, HR Professionals, Executive Coaches

TIME CONSTRAINT: 1 Hour

OBJECTIVE: To bypass "Masking" and identify the underlying Operating System.

PHASE 1: THE SILENT OBSERVATION (First 5 Minutes)

Do not ask these. Watch for these.

OBSERVATION TARGET	NEUROTYPICAL SIGNAL	NEURODIVERGENT SIGNAL (The "Tell")
Eye Contact	Fluid, intermittent, comfortable.	The Laser or The Void. Either intense, unblinking staring (over-compensating) or looking at the mouth/wall to process audio.
Posture/Sitting	Standard upright or relaxed.	Proprioceptive Seeking. Sitting on one leg, "perching" on the chair edge, slouching deeply, or constant shifting to find the "right" pressure.
Speech Latency	Responses match the conversational rhythm.	The Lag or The Burst. A long pause before answering (processing/scripting) OR interrupting before you finish (impulsivity).

Hands	Resting or natural gesturing.	Micro-Stims. Picking at cuticles, clicking a pen, rubbing fabric, or rigid "held" hands to prevent movement.
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PHASE 2: THE "HIGH-YIELD" QUESTION BANK (20 Minutes)

Ask these exact questions. They are designed to trigger specific cognitive pathways.

DOMAIN A: THE ENERGY ECONOMY (Battery Check)

1. **The "Crash" Probe:**
 - "When you get home from a day of 'being professional' or socializing, do you just relax, or do you feel a physical need to sit in silence/darkness for an hour to 'reboot' your system?"
 - *Target: Masking Fatigue.*
2. **The "Interest" Differential:**
 - "Is your ability to focus like a **Dimmer Switch** (you can turn it up or down at will) or a **Magnet** (it only sticks to things that excite you, and slides off everything else)?"
 - *Target: Interest-Based Nervous System (ADHD).*
3. **The "Sleep" Paradox:**
 - "Do you feel 'tired all day' but suddenly get a 'second wind' of energy and clarity at 10:00 PM when the world goes quiet?"
 - *Target: Delayed Sleep Phase / Night Owl Chronotype (Common in AuDHD).*

DOMAIN B: THE PROCESSING ARCHITECTURE (Logic Check)

4. **The "Vague Request" Test:**
 - "If I told you to 'Go handle that project,' would you feel trusted and free, or would you feel paralyzed and anxious because I didn't define 'handle' or 'that'?"
 - *Target: Literal/Bottom-Up Processing (Autism).*
5. **The "Justice" Sensitivity:**
 - "Do you find it physically painful or impossible to 'let it go' when a rule is enforced

unfairly or logically inconsistently, even if it doesn't affect you personally?"

- *Target: Autistic Systemizing/Justice Sensitivity.*

6. **The "Routine" Conflict (AuDHD Specific):**

- "Do you spend hours creating a perfect schedule or organization system, feel amazing about it, and then abandon it completely after 3 days because it feels like a cage?"
- *Target: The Autistic need for Order vs. The ADHD need for Novelty.*

DOMAIN C: SENSORY & SOCIAL MECHANICS

7. **The "Background App" Query:**

- "When you are listening to me right now, are you just listening, or is your brain also tracking the hum of the AC, the flicker of the light, and the texture of your chair simultaneously?"
- *Target: Lack of Sensory Gating.*

8. **The "Manual Mode" Socializing:**

- "When you are in a group conversation, does it feel automatic, or does it feel like you are manually driving a car—calculating eye contact, timing, and tone of voice in real-time?"
- *Target: Social Masking/Algorithmizing.*

PHASE 3: THE SCENARIO STRESS TEST (15 Minutes)

Give the client a hypothetical to see how they solve it.

SCENARIO:

"Imagine you have a big deadline tomorrow. You sit down to work at 9:00 AM. Suddenly, the internet goes out, and your neighbor starts mowing the lawn loudly."

Ask: "Walk me through your **immediate** internal reaction."

- **Neurotypical Response:** "I'd be annoyed. I'd go to a coffee shop or use my hotspot." (Problem Solving).
- **ADHD Response:** "I'd probably panic, then get distracted by the neighbor, then start cleaning the kitchen, and realize at 4 PM I haven't worked." (Distractibility).
- **Autistic Response:** "I would have a meltdown. The plan is broken. The noise is painful. I cannot function until the environment is fixed." (Rigidity/Sensory Overload).
- **AuDHD Response:** "I would scream internally (Autism), then use the excuse to procrastinate for 4 hours (ADHD), then hyperfocus at midnight to finish the work (The

Crunch)."

PHASE 4: THE VALIDATION & DEFINITION (Final 20 Minutes)

Synthesize the data for the client.

The Professional's Script:

"Based on our hour together, I have observed a distinct pattern.

1. **You are not broken; you are a High-Frequency Processor.**
2. Your fatigue is not laziness; it is **System Overheating** from running manual social algorithms.
3. Your inconsistency is not a lack of discipline; it is a **Dopamine Regulation Issue.**

Conclusion: You appear to have a 'Hunter' operating system (High scan rate, high energy bursts) trying to run 'Farmer' software (Linear, low variance). The goal now is not to fix you, but to optimize your environment for your hardware."

PRACTICAL TOOL: THE "TRAFFIC LIGHT" SCORECARD

For the professional to fill out during the hour.

Trait	Green (Neurotypical)	Yellow (Anxiety/Stress)	Red (Neurodivergent)
Eye Contact	Natural	Avoidant (Fear)	Intense or Calculated
Routine	Flexible	Rigid (Fear)	Essential (Safety/Regulation)
Sensory	Filters Noise	Irritated by Noise	Painful Reaction to Noise
Interests	Hobbies	Escapism	Obsessions/Special Interests

Empathy	Moderate	Self-Focused (Worry)	Hyper-Empathy or Logical Empathy
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Next Step:

Would you like me to create a "Scorecard PDF Template" based on this table that you can print and use immediately?