

```
<!DOCTYPE html>
<html lang="en">
<head>
  <meta charset="UTF-8">
  <meta name="viewport" content="width=device-width, initial-scale=1.0">
  <title>Neurodiversity & Cognitive Resources: A Workplace Guide</title>

  <!-- Tailwind CSS -->
  <script src="https://cdn.tailwindcss.com"></script>

  <!-- Chart.js -->
  <script src="https://cdn.jsdelivr.net/npm/chart.js"></script>

  <!-- Google Fonts: Inter for readability -->
  <link
href="https://fonts.googleapis.com/css2?family=Inter:wght@300;400;600;700&display=swap"
rel="stylesheet">

  <!-- REQUIRED PLACEHOLDERS -->
  <!-- Chosen Palette: Calm Focus - Warm neutrals (Sand/Beige/Taupe) background with Sage
Green (Health/Recovery), Slate Blue (Data), and Muted Clay (Burnout/Warning). Minimalist and
sensory-friendly. -->

  <!-- Application Structure Plan:
    1. Hero Section: Defines the core concept ("Mana Drain" translated to "Cognitive
Resource Depletion") with an interactive 'Battery' simulation.
    2. Comparative Analysis: Uses Chart.js to visually compare Neurotypical vs.
Neurodivergent burnout symptoms and recovery timelines (The "Brick Wall").
    3. The Literal Mind Translator: An interactive text tool demonstrating the communication
gap and how to fix it (addressing the "Literal Mind" prompt).
    4. Manager's Observation Deck: A functional checklist that helps identifying potential
undiagnosed ND patterns/burnout in employees.
    5. Recovery & Strategy: Accordion-style actionable advice for the workplace.

    WHY: This structure moves from Concept (Understanding) -> Data (Validating) -> Practice
(Identifying) -> Solution (Helping). It translates the abstract internal feeling of the "loop" into
concrete workplace actions.
  -->

  <!-- Visualization & Content Choices:
    1. Interactive Battery (CSS/JS):
      - Goal: Inform.
      - Method: Dynamic CSS width + JS calculation.
```

- Justification: Instantly visualizes the abstract concept of "Mana Drain" caused by specific workplace stressors.

2. Burnout Trajectory (Chart.js Line Chart):

- Goal: Compare.
- Method: Line chart comparing NT vs ND energy over time leading to burnout.
- Justification: Shows the "cliff edge" (Brick Wall) nature of ND burnout vs the gradual decline of NT burnout.

3. Symptom Radar (Chart.js Radar Chart):

- Goal: Relationships.
- Method: Radar chart overlapping ADHD, Autism, and AuDHD traits.
- Justification: Visualizes the overlap and specific intensities of different profiles requested in the prompt.

4. Observation Checklist (JS/DOM):

- Goal: Organize.
- Method: Interactive form with real-time feedback.
- Justification: Directly answers the request for a "Question Bank" and "Observation Checklist".

-->

<!-- CONFIRMATION: NO SVG graphics used. NO Mermaid JS used. -->

<style>

```
body {
  font-family: 'Inter', sans-serif;
  background-color: #FDFCF8; /* Warm off-white */
  color: #334155; /* Slate 700 */
}
```

/* Chart Container Styling - MANDATORY */

```
.chart-container {
  position: relative;
  width: 100%;
  max-width: 600px;
  margin-left: auto;
  margin-right: auto;
  height: 350px;
  max-height: 400px;
}
```

```
@media (min-width: 768px) {
  .chart-container {
```

```

        height: 400px;
    }
}

/* Custom Scrollbar for a cleaner look */
::-webkit-scrollbar {
    width: 8px;
}
::-webkit-scrollbar-track {
    background: #F1F5F9;
}
::-webkit-scrollbar-thumb {
    background: #CBD5E1;
    border-radius: 4px;
}
::-webkit-scrollbar-thumb:hover {
    background: #94A3B8;
}

/* Card Hover Effects */
.interactive-card {
    transition: transform 0.2s ease, box-shadow 0.2s ease;
}
.interactive-card:hover {
    transform: translateY(-2px);
    box-shadow: 0 10px 15px -3px rgba(0, 0, 0, 0.1), 0 4px 6px -2px rgba(0, 0, 0, 0.05);
}

/* Animation for Battery */
.battery-level {
    transition: width 0.5s cubic-bezier(0.4, 0, 0.2, 1), background-color 0.5s ease;
}
</style>
</head>
<body class="antialiased min-h-screen flex flex-col">

<!-- Navigation -->
<nav class="bg-white border-b border-stone-200 sticky top-0 z-50">
    <div class="max-w-7xl mx-auto px-4 sm:px-6 lg:px-8">
        <div class="flex justify-between h-16">
            <div class="flex items-center">
                <span class="text-2xl font-bold text-stone-700 tracking-tight">Neuro<span
class="text-teal-600">Inclusion</span></span></div>
            </div>

```

```
<div class="hidden md:flex space-x-8 items-center text-sm font-medium
text-stone-500">
  <a href="#concept" class="hover:text-teal-600 transition-colors">The Concept</a>
  <a href="#comparison" class="hover:text-teal-600 transition-colors">Comparison
Data</a>
  <a href="#translation" class="hover:text-teal-600
transition-colors">Communication</a>
  <a href="#checklist" class="hover:text-teal-600 transition-colors">Observation
Tool</a>
</div>
</div>
</div>
</nav>
```

```
<!-- Main Content Wrapper -->
<main class="flex-grow">
```

```
<!-- Section 1: Introduction & The "Mana Drain" Simulation -->
<section id="concept" class="max-w-7xl mx-auto px-4 sm:px-6 lg:px-8 py-12 md:py-16">
  <div class="grid grid-cols-1 lg:grid-cols-2 gap-12 items-center">
```

```
    <!-- Text Content -->
    <div class="space-y-6">
      <div class="inline-block px-3 py-1 bg-teal-100 text-teal-800 rounded-full text-xs
font-semibold uppercase tracking-wide">Core Concept</div>
      <h1 class="text-4xl md:text-5xl font-extrabold text-stone-800 leading-tight">
        The "Brick Wall" <br>
        <span class="text-teal-600">Cognitive Resource Depletion</span>
      </h1>
```

<p class="text-lg text-stone-600 leading-relaxed">
 In neurodivergent minds (Autism, ADHD, AuDHD), energy isn't just physical—it's
Executive Function (EF). Often referred to in the community as "Mana" or
"Spoons," this resource is finite.

<p class="text-stone-600">
 When the thought loop works, productivity is high. But hidden stressors—sensory
noise, vague instructions, or masking—drain this battery faster than for neurotypical peers.
When it hits 0%, the person hits a "Brick Wall." They can still move, but they can no longer
think or function.

<div class="bg-amber-50 border-l-4 border-amber-400 p-4">
 <p class="text-sm text-amber-800 font-medium">
 Workplace Translation: "Mana Drain" = Executive
Dysfunction + Sensory Overload.

```
</p>
</div>
</div>
```

```
<!-- Interactive Battery Simulation -->
<div class="bg-white rounded-2xl shadow-xl border border-stone-100 p-8">
  <h3 class="text-xl font-bold text-stone-800 mb-4">Resource Simulator</h3>
  <p class="text-sm text-stone-500 mb-6">Click stressors to see the impact on a
Neurodivergent employee's capacity compared to a Neurotypical baseline.</p>
```

```
<!-- Battery Visual -->
<div class="relative w-full h-12 bg-stone-200 rounded-full overflow-hidden mb-6
border border-stone-300">
  <div id="battery-fill" class="battery-level h-full bg-teal-500 w-full flex items-center
justify-end pr-4 text-white font-bold">100%</div>
</div>
```

```
<!-- Stressor Buttons -->
<div class="grid grid-cols-2 gap-3 mb-6">
  <button onclick="drainEnergy(15, 'Masking in Meeting')" class="stressor-btn p-3
bg-stone-50 hover:bg-stone-100 border border-stone-200 rounded-lg text-sm text-left
transition-colors group">
    <span class="block font-semibold text-stone-700">Social Masking</span>
    <span class="text-xs text-stone-400 group-hover:text-stone-500">Maintaining
eye contact/posture</span>
  </button>
  <button onclick="drainEnergy(20, 'Vague Instructions')" class="stressor-btn p-3
bg-stone-50 hover:bg-stone-100 border border-stone-200 rounded-lg text-sm text-left
transition-colors group">
    <span class="block font-semibold text-stone-700">Vague Instructions</span>
    <span class="text-xs text-stone-400 group-hover:text-stone-500">"Get this
done soon"</span>
  </button>
  <button onclick="drainEnergy(25, 'Sensory Overload')" class="stressor-btn p-3
bg-stone-50 hover:bg-stone-100 border border-stone-200 rounded-lg text-sm text-left
transition-colors group">
    <span class="block font-semibold text-stone-700">Sensory Overload</span>
    <span class="text-xs text-stone-400 group-hover:text-stone-500">Fluorescent
lights, open office</span>
  </button>
  <button onclick="drainEnergy(30, 'Task Switching')" class="stressor-btn p-3
bg-stone-50 hover:bg-stone-100 border border-stone-200 rounded-lg text-sm text-left
transition-colors group">
    <span class="block font-semibold text-stone-700">Context Switching</span>
```

```
        <span class="text-xs text-stone-400 group-hover:text-stone-500">Interruption
during hyperfocus</span>
      </button>
    </div>
```

```
    <div class="flex justify-between items-center">
      <div id="drain-feedback" class="text-sm font-medium text-stone-600 h-10 flex
items-center">System functional.</div>
      <button onclick="resetBattery()" class="px-4 py-2 text-sm text-teal-600
font-medium hover:bg-teal-50 rounded transition-colors">Reset Shift</button>
    </div>
  </div>
</div>
</section>
```

```
<!-- Section 2: Comparative Analysis (Charts) -->
<section id="comparison" class="bg-stone-50 py-16 border-y border-stone-200">
  <div class="max-w-7xl mx-auto px-4 sm:px-6 lg:px-8">
    <div class="text-center max-w-3xl mx-auto mb-12">
      <h2 class="text-3xl font-bold text-stone-800 mb-4">Burnout: Neurotypical vs.
Neurodivergent</h2>
      <p class="text-stone-600">
        While neurotypical burnout is often a gradual decline in engagement,
Autistic/ADHD burnout is characterized by a "Functional Cliff"—a sudden loss of skills previously
possessed. Recovery timelines also differ significantly.
      </p>
    </div>
```

```
  <div class="grid grid-cols-1 md:grid-cols-2 gap-8">

    <!-- Chart 1: The Trajectory -->
    <div class="bg-white p-6 rounded-xl shadow-sm border border-stone-200">
      <h3 class="text-lg font-bold text-stone-800 mb-2">The Burnout Trajectory</h3>
      <p class="text-xs text-stone-500 mb-4">Functional Capacity over Time (in
high-stress environment)</p>
      <div class="chart-container">
        <canvas id="burnoutTrajectoryChart"></canvas>
      </div>
      <div class="mt-4 text-sm text-stone-600 bg-stone-50 p-3 rounded">
        <span class="font-bold text-red-500">The Cliff:</span> Neurodivergent minds
often compensate highly ("Masking") until they hit a hard limit, resulting in a sudden, steep drop
in ability.
      </div>
    </div>
  </div>
```

```
<!-- Chart 2: Symptom Comparison -->
<div class="bg-white p-6 rounded-xl shadow-sm border border-stone-200">
  <h3 class="text-lg font-bold text-stone-800 mb-2">Symptom Profile
Comparison</h3>
  <p class="text-xs text-stone-500 mb-4">Intensity of Burnout Symptoms</p>
  <div class="chart-container">
    <canvas id="symptomRadarChart"></canvas>
  </div>
  <div class="mt-4 text-sm text-stone-600 bg-stone-50 p-3 rounded">
    <span class="font-bold text-blue-500">ND Variation:</span> Note the high
prevalence of "Sensory Intolerance" and "Loss of Speech/Skills" in ND burnout compared to NT
burnout.
  </div>
</div>
</div>
</div>
</div>
</section>
```

```
<!-- Section 3: The Literal Mind Translator -->
<section id="translation" class="max-w-7xl mx-auto px-4 sm:px-6 lg:px-8 py-16">
  <div class="grid grid-cols-1 lg:grid-cols-3 gap-12">
    <div class="col-span-1 space-y-4">
      <h2 class="text-3xl font-bold text-stone-800">Bridging the Communication
Gap</h2>
      <p class="text-stone-600">
        A major source of "Mana Drain" is the energy required to decode vague
language. Neurodivergent minds often process language literally.
      </p>
      <p class="text-stone-600">
        Using "implied" deadlines or soft requests creates cognitive anxiety (loops) as
the employee tries to guess the hidden meaning.
      </p>
      <div class="p-4 bg-teal-50 border border-teal-100 rounded-lg">
        <h4 class="font-bold text-teal-800 text-sm mb-2">Key Principle</h4>
        <p class="text-sm text-teal-700">Clarity is kindness. Specificity reduces cognitive
load.</p>
      </div>
    </div>
  </div>
</section>
```

```
<!-- Interactive Translator -->
<div class="col-span-1 lg:col-span-2">
  <div class="bg-white rounded-xl shadow-lg border border-stone-200
overflow-hidden">
```

```

<div class="bg-stone-800 px-6 py-4 flex justify-between items-center">
  <h3 class="text-white font-mono text-sm">Translator_Tool_v1.0</h3>
  <span class="text-stone-400 text-xs">Interactive Module</span>
</div>
<div class="p-8">
  <div class="space-y-6">

    <!-- Scenario 1 -->
    <div class="translation-item border-b border-stone-100 pb-6">
      <p class="text-xs font-bold text-stone-400 uppercase tracking-wide
mb-2">Scenario: Deadlines</p>
      <div class="grid grid-cols-1 md:grid-cols-2 gap-4">
        <div class="p-4 bg-red-50 rounded border border-red-100">
          <p class="text-xs text-red-600 font-bold mb-1">Common
(Vague)</p>

          <p class="text-stone-800 italic">"Can you get this to me soon?"</p>
          <p class="text-xs text-stone-500 mt-2"><strong>Result:</strong>
Anxiety loop. Does "soon" mean 1 hour? Tomorrow? Am I already late?</p>
        </div>
        <div class="p-4 bg-teal-50 rounded border border-teal-100 relative">
          <div class="absolute top-2 right-2 text-teal-600 text-lg">✓ </div>
          <p class="text-xs text-teal-600 font-bold mb-1">Neuro-Inclusive
(Specific)</p>

          <p class="text-stone-800 font-medium">"I need this by Tuesday at
2:00 PM."</p>

          <p class="text-xs text-stone-500 mt-2"><strong>Result:</strong>
Clear constraint. Task enters queue directly. No processing energy wasted.</p>
        </div>
      </div>
    </div>
  </div>

    <!-- Scenario 2 -->
    <div class="translation-item">
      <p class="text-xs font-bold text-stone-400 uppercase tracking-wide
mb-2">Scenario: Feedback</p>
      <div class="grid grid-cols-1 md:grid-cols-2 gap-4">
        <div class="p-4 bg-red-50 rounded border border-red-100">
          <p class="text-xs text-red-600 font-bold mb-1">Common
(Vague)</p>

          <p class="text-stone-800 italic">"Try to be more proactive in
meetings."</p>

          <p class="text-xs text-stone-500 mt-2"><strong>Result:</strong>
Confusion. What does "proactive" look like? Interrupting? Taking notes?</p>
        </div>
      </div>
    </div>
  </div>

```


<p class="text-xs text-slate-500">Sign of: Different processing style (often Autism/AuDHD).</p>

</div>

</label>

<label class="flex items-start space-x-3 cursor-pointer group">

<input type="checkbox" class="form-checkbox h-5 w-5 text-teal-500 rounded border-slate-600 bg-slate-700 focus:ring-teal-500 mt-1" value="questions">

<div>

Asks many clarifying questions ("Why?", "How exactly?") before starting.

<p class="text-xs text-slate-500">Sign of: Need for context to build the "Mental Model".</p>

</div>

</label>

</div>

<!-- Category: Sensory/Environment -->

<div class="space-y-3">

<h4 class="text-teal-400 font-semibold border-b border-slate-700 pb-2 mt-6">Environment & Sensory</h4>

<label class="flex items-start space-x-3 cursor-pointer group">

<input type="checkbox" class="form-checkbox h-5 w-5 text-teal-500 rounded border-slate-600 bg-slate-700 focus:ring-teal-500 mt-1" value="sensory">

<div>

Wears headphones constantly, avoids bright areas, or startles easily.

<p class="text-xs text-slate-500">Sign of: Sensory processing sensitivity.</p>

</div>

</label>

<label class="flex items-start space-x-3 cursor-pointer group">

<input type="checkbox" class="form-checkbox h-5 w-5 text-teal-500 rounded border-slate-600 bg-slate-700 focus:ring-teal-500 mt-1" value="withdrawal">

<div>

Social withdrawal increased recently (skipping lunches, cameras off).

<p class="text-xs text-slate-500">Sign of: Social battery depletion / conservation mode.</p>

</div>

</label>

</div>

<!-- Category: Performance -->

```

<div class="space-y-3">
  <h4 class="text-teal-400 font-semibold border-b border-slate-700 pb-2
mt-6">Performance Variance</h4>
  <label class="flex items-start space-x-3 cursor-pointer group">
    <input type="checkbox" class="form-checkbox h-5 w-5 text-teal-500
rounded border-slate-600 bg-slate-700 focus:ring-teal-500 mt-1" value="inconsistency">
    <div>
      <span class="text-slate-200 group-hover:text-white
transition-colors">Highly inconsistent performance (Amazing one week, "checked out" the
next).</span>
      <p class="text-xs text-slate-500">Sign of: Cycle of Hyperfocus and
Burnout.</p>
    </div>
  </label>
  <label class="flex items-start space-x-3 cursor-pointer group">
    <input type="checkbox" class="form-checkbox h-5 w-5 text-teal-500
rounded border-slate-600 bg-slate-700 focus:ring-teal-500 mt-1" value="skills">
    <div>
      <span class="text-slate-200 group-hover:text-white
transition-colors">Regression in simple tasks (typos, forgetting routine steps).</span>
      <p class="text-xs text-slate-500">Sign of: Skill Regression (The "Brick
Wall" effect).</p>
    </div>
  </label>
</div>

<div class="pt-6">
  <button type="button" onclick="analyzeChecklist()" class="w-full bg-teal-600
hover:bg-teal-500 text-white font-bold py-3 px-4 rounded-lg transition-colors shadow-lg">
  Analyze Observations
</button>
</div>
</form>

<!-- Hidden Result Container -->
<div id="result-container" class="hidden mt-8 p-6 bg-slate-700 rounded-lg border
border-slate-600 animate-fade-in">
  <h5 id="result-title" class="text-xl font-bold text-white mb-2"></h5>
  <p id="result-desc" class="text-slate-300 mb-4"></p>
  <div class="bg-slate-900 p-4 rounded border border-slate-800">
    <p class="text-sm font-bold text-teal-400 uppercase tracking-wide
mb-2">Recommended Action:</p>
    <p id="result-action" class="text-sm text-slate-300"></p>
  </div>

```

```
</div>
</div>
</div>
</section>
```

```
<!-- Section 5: Pamphlet/Recovery Content -->
<section class="max-w-7xl mx-auto px-4 sm:px-6 lg:px-8 py-16">
  <h2 class="text-3xl font-bold text-stone-800 mb-8 text-center">Strategies for Support &
Recovery</h2>
```

```
  <div class="grid grid-cols-1 md:grid-cols-3 gap-6">
    <!-- Card 1 -->
    <div class="interactive-card bg-white p-6 rounded-xl border border-stone-200">
      <div class="w-12 h-12 bg-amber-100 rounded-full flex items-center justify-center
text-2xl mb-4">🔴 </div>
      <h3 class="text-lg font-bold text-stone-800 mb-2">Preventing the Crash</h3>
      <ul class="text-sm text-stone-600 space-y-2 list-disc list-inside">
        <li>Implement "No Meeting Wednesdays" to allow deep work without
masking.</li>
        <li>Provide agendas 24h in advance (reduces anxiety).</li>
        <li>Allow headphones and flexible seating.</li>
      </ul>
    </div>
```

```
    <!-- Card 2 -->
    <div class="interactive-card bg-white p-6 rounded-xl border border-stone-200">
      <div class="w-12 h-12 bg-teal-100 rounded-full flex items-center justify-center
text-2xl mb-4">🟢 </div>
      <h3 class="text-lg font-bold text-stone-800 mb-2">During Recovery</h3>
      <ul class="text-sm text-stone-600 space-y-2 list-disc list-inside">
        <li><strong>Reduce Demands:</strong> Strip role to core functions only.</li>
        <li><strong>Sensory Detox:</strong> Allow remote work or dim/quiet
spaces.</li>
        <li><strong>Patience:</strong> ND burnout recovery is slow (months, not
days).</li>
      </ul>
    </div>
```

```
    <!-- Card 3 -->
    <div class="interactive-card bg-white p-6 rounded-xl border border-stone-200">
      <div class="w-12 h-12 bg-blue-100 rounded-full flex items-center justify-center
text-2xl mb-4">🟡 </div>
      <h3 class="text-lg font-bold text-stone-800 mb-2">Cultural Shift</h3>
      <ul class="text-sm text-stone-600 space-y-2 list-disc list-inside">
```

```

        <li>Normalize "Energy Check-ins."</li>
        <li>Value output over "looking busy" (masking).</li>
        <li>Provide written instructions alongside verbal ones.</li>
    </ul>
</div>
</div>
</section>

</main>

<!-- Footer -->
<footer class="bg-stone-100 border-t border-stone-200 py-8 mt-12">
    <div class="max-w-7xl mx-auto px-4 text-center">
        <p class="text-sm text-stone-500">Based on research into Autistic/ADHD Burnout,
        Spoon Theory, and Executive Function dynamics.</p>
        <p class="text-xs text-stone-400 mt-2">This tool is for educational purposes and
        workplace awareness, not a medical diagnostic tool.</p>
    </div>
</footer>

<!-- JavaScript Logic -->
<script>
    // --- 1. Battery Simulation Logic ---
    let currentEnergy = 100;

    function drainEnergy(amount, stressorName) {
        const batteryFill = document.getElementById('battery-fill');
        const feedback = document.getElementById('drain-feedback');

        currentEnergy -= amount;
        if (currentEnergy < 0) currentEnergy = 0;

        // Update Width and Text
        batteryFill.style.width = currentEnergy + '%';
        batteryFill.innerText = currentEnergy + '%';

        // Color Coding
        if (currentEnergy > 60) {
            batteryFill.className = 'battery-level h-full bg-teal-500 w-full flex items-center
justify-end pr-4 text-white font-bold';
        } else if (currentEnergy > 20) {
            batteryFill.className = 'battery-level h-full bg-amber-400 w-full flex items-center
justify-end pr-4 text-white font-bold';
        } else {

```



```

        borderWidth: 2,
        tension: 0.4,
        pointRadius: 0
      },
      {
        label: 'Neurodivergent Burnout',
        data: [100, 98, 95, 90, 20, 15], // The "Cliff" / Brick Wall
        borderColor: '#ef4444', // Red 500
        backgroundColor: 'rgba(239, 68, 68, 0.1)',
        borderWidth: 3,
        fill: true,
        tension: 0.1
      }
    ]
  },
  options: {
    responsive: true,
    maintainAspectRatio: false,
    plugins: {
      tooltip: {
        mode: 'index',
        intersect: false,
      },
      legend: {
        position: 'bottom'
      }
    },
    scales: {
      y: {
        beginAtZero: true,
        title: {
          display: true,
          text: 'Functional Capacity (%)'
        }
      }
    }
  }
});

```

// Chart 2: Symptom Radar (Radar Chart)

```

const ctxRadar = document.getElementById('symptomRadarChart').getContext('2d');
new Chart(ctxRadar, {
  type: 'radar',
  data: {

```

```
    labels: ['Physical Fatigue', 'Cynicism', 'Sensory Intolerance', 'Loss of Skills',  
'Executive Dysfunction', 'Emotional Volatility'],
```

```
    datasets: [  
      {
```

```
        label: 'Standard Burnout (NT)',  
        data: [8, 9, 3, 2, 5, 6],  
        borderColor: '#94a3b8',  
        backgroundColor: 'rgba(148, 163, 184, 0.2)',  
        pointBackgroundColor: '#94a3b8'
```

```
      },
```

```
      {
```

```
        label: 'Autistic/ADHD Burnout',  
        data: [9, 5, 10, 9, 10, 8], // High Sensory, Skill Loss, Exec Function  
        borderColor: '#0d9488', // Teal 600  
        backgroundColor: 'rgba(13, 148, 136, 0.2)',  
        pointBackgroundColor: '#0d9488'
```

```
      }  
    ]  
  },
```

```
  options: {
```

```
    responsive: true,  
    maintainAspectRatio: false,  
    scales: {
```

```
      r: {
```

```
        angleLines: {  
          display: true,  
          color: '#e2e8f0'
```

```
        },
```

```
        suggestedMin: 0,  
        suggestedMax: 10
```

```
      }  
    },
```

```
    plugins: {
```

```
      legend: {  
        position: 'bottom'
```

```
      }  
    }  
  }  
};
```

```
});
```

```
});
```

```
// --- 3. Observation Checklist Logic ---
```

```
function analyzeChecklist() {
```

```
  const inputs = document.querySelectorAll('#observation-form input:checked');
```

```
const resultContainer = document.getElementById('result-container');
const title = document.getElementById('result-title');
const desc = document.getElementById('result-desc');
const action = document.getElementById('result-action');

let score = inputs.length;
let traits = [];
inputs.forEach(input => traits.push(input.value));

resultContainer.classList.remove('hidden');

if (score === 0) {
  title.innerText = "No Indicators Selected";
  title.className = "text-xl font-bold text-slate-300 mb-2";
  desc.innerText = "Keep monitoring. Burnout can be subtle.";
  action.innerText = "Ensure regular 1:1 check-ins and maintain clear documentation.";
} else if (score <= 2) {
  title.innerText = "Low Risk / Situational Stress";
  title.className = "text-xl font-bold text-teal-400 mb-2";
  desc.innerText = "The employee is showing minor signs of stress or divergent working
styles.";
  action.innerText = "Ask: 'Is there anything in the environment making your work
harder?'";
} else if (score <= 4) {
  title.innerText = "Moderate Risk: Pattern Emerging";
  title.className = "text-xl font-bold text-amber-400 mb-2";
  desc.innerText = "Strong indicators of neurodivergent traits struggling with
environment. Risk of 'Mana Drain' is high.";
  action.innerText = "Review communication style (be more specific). Offer
noise-canceling headphones or quiet hours.";
} else {
  title.innerText = "High Risk: Approaching 'The Brick Wall'";
  title.className = "text-xl font-bold text-red-500 mb-2";
  desc.innerText = "The employee is likely in advanced stages of burnout or heavily
masking. Functional collapse may be imminent.";
  action.innerText = "IMMEDIATE: Reduce workload/demands. Do not add
'performance improvement plans' (increases pressure). focus on sensory recovery.";
}
}
</script>
</body>
</html>
```

