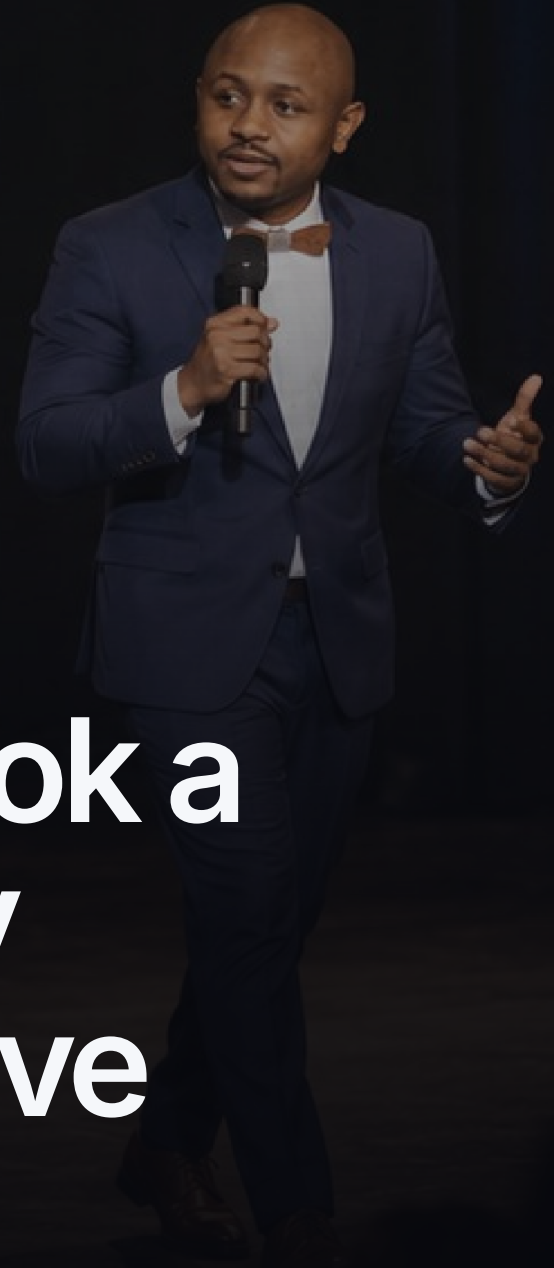




Before you book a neurodiversity speaker, run five checks.

Five questions that separate a talk your team keeps from one they sit through.

Ryan Perez

COGNITIVE ARCHITECT & INNOVATION STRATEGIST

Run it on every speaker. This one included.

Each check is one question. Ask it out loud, on the first call. Write down what you hear.

→ One page per check. One question per page.

→ Listen for the answer on the left. Walk away from the answer on the right.

→ Score every speaker on your shortlist on the last page.

Written by Ryan Perez. Autistic, ADHD and dyslexic. Diagnosed at 41. He would rather you asked.

01

Lived or studied

A speaker who has built around the thing describes it differently from one who has read about it.

ASK THE SPEAKER

What have you personally had to build around?

LISTEN FOR

- A specific list, not a definition.
- Something they made because nothing else worked.
- Details only they could know.

WALK AWAY FROM

- A statistic in place of a story.
- "I have worked with many people who..."
- A diagnosis used as a credential and nothing after it.

YOUR NOTES

02

System or feeling

Feelings are gone by Monday. A system is still there. Decide which one you are paying for.

ASK THE SPEAKER

What will my team be able to do on Monday that they could not do on Friday?

LISTEN FOR

- A verb. Something your team will do.
- A tool, a method or a question they keep.
- One thing a manager can check next week.

WALK AWAY FROM

- "They will feel inspired."
- "They will see things differently."
- No answer without the word awareness.

YOUR NOTES

03

The room test

People keep what they laughed at. A highlight reel is edited to make anyone look good.

ASK THE SPEAKER

Can I see ten unedited minutes in front of a real room?

LISTEN FOR

- A link, sent the same day.
- A room that reacts: laughing, leaning in, quiet.
- The speaker handling something unplanned.

WALK AWAY FROM

- Only a sizzle reel with music.
- Only footage to camera, no audience.
- "I do not record my talks."

YOUR NOTES

04

The access plan

A talk about access that is not accessible teaches the opposite. The delivery is part of the message.

ASK THE SPEAKER

How do you make the talk itself accessible to the people it is about?

LISTEN FOR

- Captions and slides shared ahead of time.
- A plan for people who need to step out.
- Questions back to you about your room.

WALK AWAY FROM

- "Nobody has asked me that before."
- "The venue handles that."
- Flashing slides, loud stings, no warning.

YOUR NOTES

05

The follow-through

The talk is the opening. What your team does with it afterwards is the result.

ASK THE SPEAKER

What do you leave behind when you walk off stage?

LISTEN FOR

- A worksheet, a debrief or a next step.
- Something your team can run without the speaker.
- A way to tell if it worked.

WALK AWAY FROM

- A selfie line.
- A book table and nothing else.
- "The talk speaks for itself."

YOUR NOTES

Score the shortlist.

One tick per check a speaker passes. Up to three speakers.

CHECK		SPEAKER A	SPEAKER B	SPEAKER C
01	Lived or studied	☐	☐	☐
02	System or feeling	☐	☐	☐
03	The room test	☐	☐	☐
04	The access plan	☐	☐	☐
05	The follow-through	☐	☐	☐

Five ticks: book them. Three or four: ask the failed checks again. Two or fewer: keep looking.

NEXT

Ran the checks? Book the speaker who passes them.

Seven lines about your room is the whole application. Event, date, room size, who is in it, track, what should change after, your email.

Book Ryan →

ryanperez.ca/contact

Ryan Perez

NOT INSPIRATION. INFRASTRUCTURE.