

Scot McKay (00:02.726)

All right, gentlemen, in today's episode, we're going to talk about a topic that probably needs to be covered a lot more in a lot different a manner than you've seen it covered. Today we're going to talk about neurodivergence and you've seen that word a lot, but what's going to differentiate this show from everything else you've ever heard before is we're going to actually tell you not only what the heck that means and what the difference between ADD and ADHD are and what Asperger's is as opposed to autism, or is it the same or different?

And it isn't only going to matter if it's something that you are wrestling with in your own life. We're going to help you identify and manage relationships with women who are so affected. So affected, I should say. And I bet you've never heard anybody talk about that before. So I'm excited about this. Before I introduce you to my guest, I want to remind you that I am your host, Scot McKay from X & Y Communications. And this is The Mountain Top Podcast where better men get better women.

And if you want to find me on social anywhere, except for Instagram, where I'm @realscotmckay, it's going to be @scotmckay, S C O T M C K A Y. So onward, let's do this thing. With me today is William Schroeder. And he is from Austin and he runs a practice that focuses a lot on this and welcome to the show, William, glad to have you man. First time guest.

William Schroeder (01:27.662)

Yeah, thank you, Scot. Yeah, I run a practice in Austin called Just Mind Counseling. We have about 50 therapists. My wife and I are both actually clinicians. And yeah, we've been around since 2007, so quite some time.

Scot McKay (01:41.598)

Fantastic, man. So you are 19 years into this.

William Schroeder (01:48.236)

Yes, indeed. And neurodivergence is a topic that comes up and we definitely see it on both sides. And it's definitely been a little bit more of a buzzword in the last few years.

Scot McKay (01:58.076)

Why do you think that is? Is it because it's gone undiagnosed for so long or because, you know, the DSM is looking for more things to add to it or what do you think's going on there?

William Schroeder (02:09.89)

So, I mean, originally with ADHD, we saw this huge explosion that happened in the 80s, especially as stimulants came onto the scene and pharmaceutical companies were a big reason for that. Parents were looking to try and understand different things happening with their kids. Nowadays, I think truly a lot of it has to do with social media. You look at different things like the Holderness family and, you know, they've gone and had these two slants of perimenopause and ADHD is kind of big things that have been an arc of their

substance and I think it's reflective of the broader culture, especially since COVID happened, more people were at home, people noticed difficulty with their own attention. Then they started looking around for reasons as to why that might be and kind of exploring what might be different options to help them with attention and focus when they're being pulled in a lot of different directions. And then we've seen a lot of investment in that space from a lot of private equity funded or venture capital funds that are like

Also pushing stimulants, to be quite frank.

Scot McKay (03:10.225)

You know, that's a very transparent answer; more so than I expected. and not necessarily that another

answer would be right or wrong, but what you're basically saying, if I'm reading between the lines here is if we're talking nature versus nurture, a lot of this really is nurture.

William Schroeder (03:30.894)

So there's a mix. mean, a lot of people come in... So one thing that we also do is testing. And we have a director of neurodiversity that's part of our practice. And so there are a lot of people that are coming in because maybe they noticed some difficulty with attention. Maybe it's causing a problem in their relationship. Maybe it's actually even a benefit of their relationship. It can go either way. And we can talk certainly more about that too. But there's different ways that it can come up. And then people may wonder, like, maybe do I have a diagnosis? And then that

inevitable age of TikTok and Reddit and whatever, people are finding more resources and being like, huh, I took this self-test and I'm realizing I do have a number of these factors. Does that mean that it's actually diagnosable? So people are starting to go further down this rabbit hole to see like, is this something that truly applies to me? And what are the things that I can do to be able to, you know, overcome some of the different things that have maybe been challenges? Cause no doubt with, within all of this,

I think that there's benefits and there's challenges. And that's why personally I look at different people's brains as almost being like operating systems. And there's a saying with like ADHD or autism, when you meet one person with autism, you've met one person with autism. It's not characteristic of everyone to look that exact same way.

Scot McKay (04:44.603)

Yeah, that would follow my own personal experience and meeting and interacting with people who are on the spectrum. You know, ever since COVID, it just seems like everybody's attention span is a lot shorter. You know, you have microseconds to get somebody hooked into whatever media thing you're doing, including this podcast. Hence why I started telling guys right up front in these shows what we're going to talk about and why it's going to help them and why it's interesting.

William Schroeder (04:51.265)

Yeah.

Scot McKay (05:13.619)

for years that wasn't necessary. Heck for years, I had a thirty-second bump leading up to the first words of the podcast. The intro was 30 seconds. Now I've cut that to almost nothing, especially on the brief ones on Tuesday, because people will turn it off. If it takes more than two or three seconds to load your website, you need to change your your, your web host because people will be out of there. They'll be gone. So as far as attention deficit, I think

especially here in the Western world, it's almost universal nowadays and it's creating a lot of issues. Everybody wants to move a lot faster. Everybody wants to be entertained a lot more fully and a lot more quickly. it affects relationships obviously, because my goodness, William, the apps are obsolete now. You know, that's, that's too messy. I need something even quicker than that.

Although the apps shot themselves in the foot and that's been the subject of lots of shows prior to this. I think where I'd like to go now is, is I think more than ever before we need a good solid definition of what's indeed diagnosable here. You know, it used to be AD. Well, hold on a second. It used to be ADD. Right? Then there was ADHD, which seemed to be a sort of a complication of this. Nobody had heard the term Asperger's until a South Park episode 15 years ago.

William Schroeder (06:30.167)

So I think it's,

Scot McKay (06:43.451)

And now of course, Elon Musk famously. What are the differences between ADD, ADHD and Asperger's and how do you diagnose these? What do they actually mean?

William Schroeder (06:54.455)

So the term ADD and ADHD, it ended up switching. And it doesn't necessarily mean any characterological changes that have actually happened within that. So, ultimately the World Health Organization has a screening quiz that most doctors' offices are going to go and use for looking for the basic elements of an attention deficit. And it's a little bit of a misnomer, just because in my experience, people with ADHD have

an abundance of attention, maybe it's applied to the wrong things, but, you know, it's, it's something to basically understand that it breaks down into two different areas with ADHD of there problems with hyperactivity? Do people sometimes interrupt other people? Are they noticing difficulty with impulsivity or is it, more in the inattentive piece. And that's something personally having ADHD myself, I can absolutely resonate with that piece of there are things that they may be forgetful around.

It may be losing keys, misplacing different things. Ultimately, it ties into a part of executive function, which has a hard time with planning, executing, and organizing different stuff. But generally, part of the thing that I find for the people that are most successful in life is they find technology or other people in their lives that help them with those different areas. And basically, it creates a comprehensive panel of experience to be able to deal with those different areas where they're strong and other people are strong.

So, then going, sorry. And then I was gonna also say one other thing about autism as well. Autism, its definition actually did change in the DSM, which is the manual, not to go into, sure, sure.

Scot McKay (08:22.095)

It used to be.

Scot McKay (08:33.659)

Hey, can I stop you for a second? I'm hearing a steady thumping, thumping, thumping, thumping, thumping.

William Schroeder (08:39.051)

That actually may have been me on my desk accidentally. Sorry about that.

I figured by turning it off of the, turning it on to the cardio aid, would eliminate that. anyway.

Scot McKay (08:50.439)

Hey, I have an idea. Let's go ahead and because of the awkwardness there when I was still in the middle of the thought, let me go ahead and just start that one again, okay?

Scot McKay (09:04.913)

So what I think we need is a good solid definition. What's the difference between ADD and ADHD and what does that look like? How do we know what it even is? not only in our own lives, but when we see it in other people and how does that all intersect with Asperger's? Because I think Asperger's is something that not a lot of people understand. We, we see Elon Musk, we've seen a South Park episode 15 years ago, but

I think above and beyond that, it's easy to create preconceived notions where there's a lack of actual definition. So go ahead and clarify all of that for us right now. I think that would be great.

William Schroeder (09:47.79)

Sure, and I mean, it's a little bit broad and I'll try and make it as simple as I can, but basically ADHD and autism are two basically different splits in the road. And often those two different types of people can work really well together, interestingly enough. But ADHD and ADD, like it used to be coined very typically as ADD and now the broader accepted

definition and what's in the DSM is ADHD. And mostly people are using in their doctor's office, things like the World Health Organization 16 question quiz to be able to go and look at somebody's background and history to be able to then understand, does this person meet criteria for ADHD, which breaks down into two different areas, which are the hyperactive piece that may be somebody that's kind of impulsive, that maybe interrupts different people. That's what it can present like.

The other side is the inattentive piece. And that can be the person that has harder times with the executive functioning pieces of maybe losing their keys, maybe it's organizing and planning different things. But basically, that's what that looks like. Ned Halliwell very famously said, people with ADHD can often be -- and he's a psychiatrist from Harvard, I should give a little bit of a reframe on that -- that people with ADHD present like,

a Ferrari brain with bicycle brakes. They're really good with getting going fast on stuff. They have a hard time kind of slowing down and sometimes spin out a little bit. So that's where other people in their team, their life or relationships may be. And then autism on the other side, there's always the example of Elon Musk that's given, but I think the better example in some ways is actually Bill Gates and Bill Gates as a kid, for instance, he was so single focused on programming that he used to sneak out of his bedroom at night at like

three in the morning and then go to the university and start programming different cards because he was so singly focused on this that it was all he wanted to do. And it's interesting because I see that absolutely that presentation... granted when you meet one person with autism, you met one person with autism, but you'll sometimes find that special focus being a really dominant feature that's there. You know, there's a book called *Look Me In The Eye*, for example, where he talks about as a kid,

William Schroeder (12:08.567)

you know, his special focus areas and, you know, whether it be trains or different things like that, and knowing more about it than anybody else, or maybe it's dinosaurs. Like I had a client that was like that when he was a kid where he knew everything about dinosaurs that there ever was. And it was truly incredible to see that much knowledge, but it's that special focus that can often define that. But it also presents very different in men than it does in women. And certainly we can talk about that later.

Scot McKay (12:35.099)

Yeah, we're going to talk all about that. One of the things that I've noticed is that something like ADHD can definitely be handled and managed, you know, in the life of one who's affected by it with some maturity. You know, typically you'll meet seventh and eighth grade kids who are ADHD. And if it's in their brain, it comes out their mouth and it could be both shocking

and invigorating and indeed also charming sometimes because they're just so transparent. So out there and upfront with things, and it can be quite entertaining, actually. But as we get out of college and we get into the real adult world and expected to behave that way, it can be, wow, really a liability. So we do learn how to manage this neurodivergence as we, as we, as we go through our lifespan, don't we?

William Schroeder (13:31.608)

So we do. so part of the challenge is definitely figuring out compensatory strategies is what we call it and trying to figure out those different things that work better for you. Because it's truly like the thing that

I'll say is there's a variety of techniques that we can use and working with ADHD and autism. But ultimately, a lot of it does kind of come down to customization and knowing that each person is going to have different unique challenges that are in that

Scot McKay (13:32.4)

If we're smart.

Scot McKay (13:40.015)

Okay.

William Schroeder (13:59.862)

and figuring out different ways to be able to work through that. Because that may present as difficulty with interrupting or things like that. And sometimes that ties into things in the workplace of like, hey, maybe should I disclose this to my boss or not to be able to kind of be transparent of sometimes this is a challenge for me. Please let me know different ways that we can work together. Don't take that personally. If I

maybe interrupt or interject with an idea, know that that's not something that I'm meaning to do or looking for those different things as to how it presents itself. Like for instance, in relationships, I'll say ADHD in men can really be a tremendous asset just because they can hyper-focus on that person that they really do love and care for. And so in that moment, it's like this person, they're like, wow, I have this golden spotlight on me and it's just incredible. And it's really an impressive.

an enjoyable thing and people will be like, wow, this person has so much, you know, love and care and devotion. And, you know, it's something that feels very unique.

Scot McKay (15:06.333)

So you've talked about this intensity of focus in the context of both ADHD and Asperger's right now. I think it's time we simply define the term neurodivergence because it's in vogue nowadays and a lot of people throw it around kind of glibly. What does that mean?

William Schroeder (15:23.799)

So neurodivergence ultimately is kind of the umbrella that we've kind of created for the more broad picture of looking at the whole spectrum of minds. so it's instead of necessarily saying that somebody is autistic or, you know, is ADHD and also understanding that these different, the criteria for meeting the different definitions of these things also changes over time. So for instance, you mentioned Asperger's.

And that's a term that's fallen out of favor. Part of it is because of the Hans Asperger's was found that he was working with people during World War II and some different people like ended up... Yeah. So it was somewhat canceled. so as a result, also the, they changed the criteria around it. And there's been certainly a good bit of controversy around that because some people are like, wait a minute. I totally don't fit into more of a normal... Like, I.

Scot McKay (16:00.336)

So we canceled the dude, huh?

William Schroeder (16:19.339)

I don't feel like my mind is like everybody else's. It works differently, but I also don't feel like I fit into what's now the criteria for autism. So it can leave people left out. So that can hurt. Like, so if somebody's in school, they may no longer meet criteria, whether it's high school or college or grad school for being able to get, you know, different benefits associated with that. So.

Scot McKay (16:41.735)

Well, it sounds like it would just alienate people on the spot big time. Like I, I thought I had this figured out. Now I don't know anything anymore. All of a sudden that's rough.

William Schroeder (16:49.805)

It's frustrating. when you look at like, whether I've had this client feedback from people or, know, certainly you can look at it in subreddits and things like that as well. It's frustrating just cause people identified with something. And then all of a sudden it's like, the rug is being pulled out from underneath them where they're like, I have these different gifts that present itself and are really, really helpful. And yet there's also these things that may be hard for me. So, um, you know, and I, I'll, I'll see those different things where it's like, all right, like this person absolutely,

Scot McKay (17:04.082)

Right.

William Schroeder (17:18.785)

you know, maybe their special interest was in dark matter. And yet some of those different social situations are really challenging for them to read people. Like reading emotions is really, really hard. And they also present in maybe in a very flat way. So it can be harder for others to read them or even possibly they may assume incorrectly what's going on with them.

Scot McKay (17:39.262)

Well, I think the danger of a term like neurodivergence is it can be either seen as a euphemism or the opposite. In other words, if I hear someone is neurodivergent, I don't know whether to expect the rain man or to expect someone who just, you know, has mild ADHD. So, you know, broadening the term, I'm not sure societally that has, that's going to be as beneficial as we think. What do you think?

William Schroeder (18:09.951)

I think it depends on who you talk to. I mean, it's like the goal, I think, by having an umbrella of different characteristics and personalities that, or diagnoses that are under this ultimately is what it is, I think to understand, and it's like, I'll say this as a clinician, it's when you, again, meet one person that's on the spectrum, you meet one person on the spectrum. So I do think that as we go

through these definitions over time, we're ultimately going to find a lot more segmentation within that. And also interconnection of these different things. It's just kind of like you mentioned, you're like, wow, so there's the same thing of hyper-focus that presents itself in like autism or Asperger's. And yet it looks a little bit different with ADHD, but it's a similar thing that can be there. For somebody with ADHD, it's the shiny thing and it may be a momentary thing versus very often with autism, it's this very enduring thing. It's like...

that person may know the history of every subway schedule for the past like 50 years and all of the history of the engines and the brakes and all the different, know, like there's just such a level of detail. Like there was an example that I can give from like a book that this kid, for instance, was playing in a playground as a child. And they were like, why is this kid always looking so lost outside? And that kid was absolutely studying the drainage and irrigation and looking at like all of the engineering that went into this playground,

and noting all of it. And nobody else had any clue in the world about all of this stuff. All the other kids are just playing and having fun versus this kid. This became a special focus of his. So it's just noting that those things can present very different. And I do think that ultimately over time, we'll find these areas of overlap and understand that this world, we have a lot of different operating systems that ultimately going within it.

It's not just kind of a Windows versus Mac environment that we lump a little bit and oversimplify it into.

And so that's something that's important to, I think, be appreciative of. And I think in some ways with this neurodiverse thing, it's trying to have more broad acceptance around there being these different types of mind and experience. Kind of similarly, we're starting to see some of the stuff around schizophrenia and looking at it as like a schizophrenia spectrum, which has been another area that's also been mentioned.

Scot McKay (20:32.667)

Yeah, human psychology is largely untapped. We largely still do not understand the human mind. So there's going to be a lot of development, probably pretty quickly, you know, with the way science is evolving.

William Schroeder (20:42.784)

Yeah, think Within the age of fMRIs and AI, it's like, think we're going to have a lot more diagnoses and understanding of what makes different brains function more uniquely. And also broadly understanding more about the brain and the body and the interrelationship between all of it.

Scot McKay (21:02.621)

Okay, so let's say a guy's listening to this and he either has been diagnosed ADHD or Asperger's or even this is something we haven't talked about yet, alexithymic. You I just don't understand my emotions or even what's going on or how to relate to them. And yet he wants to succeed with women.

There may be also guys listening to this scratching their head going, man, have I gone undiagnosed my entire life? Cause that sounds like me. Let's set all the labels aside and talk to the guys listening who are thinking to themselves, whether I've ever been diagnosed or not, man, that sounds like me. How, how is this likely affecting my relationships with women? My ability to attract them, how I run boyfriend, girlfriend stuff.

And what are some things I should be watching out for and perhaps mitigating? Because we may think, hey, you know what? I'm just thinking about this, doing things, going about things the way any other guy would when we really haven't been.

William Schroeder (22:11.53)

Yeah, so I mean, think when it comes to dating, sometimes we find that people that are, let's say, on the spectrum, they may actually attract other partners on the spectrum because they understand that perspective of thinking and the way of doing different things. I've certainly seen that come up a lot. And people working within tech companies, inevitably they find partners that are also very good with kind of the concrete sequential thinking. So maybe that's also where they meet those partners. So the challenge that I can see that comes up like

I'm kind of focusing within autism on that can be if they're, if they have a non neurodivergent partner, there may be some mystery around their thinking or what's going on. And for instance, Eva Mendes has a book and it's called Asperger's And Loving Relationships, it was written years ago, but it's still like a tremendous guide and finding different ways to be able to connect with different people that you are romantic with and that are in your life to be able to help decode that stuff.

For instance, like I had a client that he was in a relationship and in that relationship there had been confusion about like intimacy, like when his partner wanted to have intimacy. So, cause it wasn't as, it wasn't something that was a requirement for him. It was something that was enjoyed, but it was also something that was, it wasn't always understood. And you know, so the signaling actually had to be very direct. So that could look something like putting a red

a red tie on the door handle and being like, okay, it's tonight. Or having candles in the bedroom or something that's very much of a cue. So that way, you basically know and are cued into that just

because it's for some people that's very obvious and maybe very much of a need of theirs on a regular basis, for other people, it may not be. And so it's trying to communicate and look through those different lenses of what somebody else's

perspective may be and be curious with that. And with ADHD, that presents a little bit differently.

Scot McKay (24:12.785)

You know, I want to cut to the chase here. First of all, I want you to talk about how ADHD presents differently. We can't leave that there, but I do want to address the elephant in the room here, which is a lot of guys feel like, Hey, if I've been diagnosed with something neurodivergent, it's a death sentence to my ability to be attractive. It's not masculine. It's not manly. you know, Elon Musk has 45 children because he's a hundred billionaire or more. I mean, you know, you could say it's all about the money, right?

But I think for most guys, normal everyday Joe, if he hears he has Asperger's, he might as well have AIDS when it comes to like trying to attract women. And I know that's very harsh, but I also know it's not true. And I think something extremely significant that you said is there were enough neurodivergent women out there who are going to relate to this, that you're going to have a dating pool

that's immense already. But I still think that keeps, I still think guys feel like they're broken. They're damaged goods if they're like this. I don't think it has to be that way. It can be an advantage, can't it?

William Schroeder (25:16.426)

I think the challenge...

William Schroeder (25:25.292)

I think the challenge in it can be, I think a lot of people get frustrated and people can feel somewhat isolated and then they can lose their optimism around looking at options. So the challenge is really trying to find a way to then be able to connect with people. Because I will say that very often people on the spectrum, and again, you meet one person on the spectrum, you meet one person on the spectrum. There can be the challenge of connecting people in a way that...

taking that romantic risk. And I think it broadly, it's like you look at kind of like what's being talked about a lot in society today, too. I think there have been more younger folks that are less open to taking that risk, right? And that is kind of the challenge... In general, absolutely. And so I think when people on the spectrum come to relationships, the benefit that they have is they have radical honesty. They're extremely consistent. They have very strong ethics. You know, their commitment

Scot McKay (26:09.381)

in general.

William Schroeder (26:23.852)

It's truly structural and not casual. And so partners really like love that enduring loyalty that they get from them and they can, they never question that. So the big thing is being able to make sure that they're tied into each other's emotional world. To me, it's like, actually I get the initial problem, but it's kind of like, I don't know, like almost like you're trying to go and have a connector and you're trying to find... understanding that for that connector, it needs to go into the right

plug, right? And so it's being willing to, I think, try enough and to go out there and find those different ways to connect. So that could be something like if you're younger, like a D&D group, maybe it's a working group and being willing to take a risk and asking somebody out through a work environment, which I think is one of the challenges of today, because so many people are working from home, depending on what they're doing, but especially in technology, there isn't that same ability to

go and connect with other people. So you have to find those other opportunities that exist, whether it be through, you know, I'm not suggesting CrossFit to anybody, but like whatever those different like activities and things may be to be able to go and connect with others. And then to take that risk of saying like, this is a shot in the dark, but would you be open to going and doing this thing with me? And that's why, you know, special interests can be great for that. Like I had a client years ago that,

He had had, he met somebody through a D&D thing and another person that met somebody through an improv group that they were part of. So like whatever those different special interests are, they can be a really great bridge to be able to build and connect with somebody that you may develop a deep and lasting relationship with.

Scot McKay (28:08.839)

I think it's significant that you said for neurodivergent people, commitment is structural, not casual, because that's almost unheard of in today's world of transactional relationships and disposable partners. So that's huge.

William Schroeder (28:24.524)

So in autism, that is definitely the way that it presents. In autism, it's very much, there is radical honesty that's there, which is a benefit of it. And it also can be sometimes the challenge of it. It's like, it's since it can be so structured. So for instance, I believe it was David Finch in his book, he had talked about an example, because he had put together a book called *The Journal Of Best Practices*, I think is the name of it. It's been several years since I've read it.

But in it, he had talked about the example of he had been driving in the car and the radio was on. And his wife's observation of what happened was she was singing along to a song that she liked and he turned off the radio. And for him, he was actually so deeply into driving and noticing the lane markers and noticing that the gapping had suddenly changed. So his brain was on this like very much sequential oriented thing, this process oriented thing that was going on,

instead of at all what was happening in the car. And so it's that reminder of all minds are so different. For instance, I had a client one day when I walked out into the parking lot and I was like, Hey, all right, I'm going this way. Which car is yours? And instead of being like, it's this red Kia caravan or whatever, did, they did actually not identifying their car at all. they were very much focused on the pattern. would, To them, they only identified their car as the license plate sequence. So it's that reminder of different brains encode things in very different ways.

And to always be curious with that, because for that example with David Fincher, he absolutely had a little bit of a rupture with his partner. And it was totally because they were in two different modes of thinking. And so it was important for him to then be more tuned into kind of what that other person's reality may be.

Scot McKay (30:14.705)

I think that brings us to how to identify women who are neurodivergent and how to manage a relationship with them. Because I mean, hey, we just talked about how it's not a death sentence to be neurodivergent for men, which means we are indeed going to meet women. I mean, you know, the proof of the pudding is in the eating, right? We're going to meet women who we're crazy about. They're adorable. They're charming. They're sexy. They're very smart. But they may be neurodivergent.

And I think you've already touched on the, this, this idea of being intellectually curious about their behaviors and what's important to them and how it makes them feel, rather than simply just taking it as it comes and drawing our own conclusions without ever opening our mouths. That's, that's a huge lesson right there that I think is transferable in the other direction when we're, when we're talking to women who

are neurodivergent. But first of all,

is there anything that's going to be uniquely present, something that presents itself in women that isn't usually the case in men in terms of neurodivergence just because of how women are? And second of all, how do we manage that? And I don't know whether the right term is make peace with it. If we have this woman we like rather than saying this is never going to work, she's just mean and awful and nasty and can't focus and I don't like her. I mean,

how can we manage all of those things?

William Schroeder (31:41.965)

So autism and ADHD can present very differently from men to women. And if you search online about it for like autism in women, you can see these different things where they talk about with women, there's more cloaking that happens. So if they kind of put on a mask and they, you won't always guess that autism may be a part of the picture for them. It's not always as easy to find. And I'll say as a therapist, sometimes when it's come up and I've,

done some different testing with different clients, it's actually truly surprised me. And sometimes it actually comes up from a client that's done some different research on their own or they've read an article and been like, holy crap, I think this may be me. And then when they get testing, it truly is like this game changer for them. I think it's the understanding that that's how, say, autism can look. And for ADHD in women, it's like,

they can present as like quirky and fun and have a lot of different energy. And like, the challenge then can come later in relationships for them of the parts of like raising a family and having all of these executive function pieces that can be a challenge and can actually have, and that can happen on both sides. It's like dealing with all the structural pieces and planning pieces of like every day I have to help with, know, let's whoever's doing dinner, whoever's helping with homework, who is ever

planning outfits for the next day, creating launch pads for the kids to go, all the different sequencing and planning that goes into running a family. And those same people can be tremendously hard on themselves, which can be actually a big shame button for them actually in bigger relationships or marriage. And can be actually something that brings people into counseling, seeking support. And luckily there are things like EMDR that can really be helpful.

Scot McKay (33:20.667)

Hmm.

William Schroeder (33:31.852)

Kind of wiping that stuff out a little bit so it's not as much of a trigger, also... So EMDR, it's something that stands for Eye Movement Desensitization Reprocessing. In its original format EMDR is something that was used with troops returning from war. And it's one of two things that the VA actually has approved for people for like working on PTSD. But it's something where it's like, whether it's bullying or whatever has happened to someone in life,

Scot McKay (33:36.199)

What's EMDR?

William Schroeder (34:00.81)

it's a really interesting tool and it can be really helpful to quickly clear out something that's been problematic for people, whether it is something like PTSD or something like bullying or just things that tend to be buttons. And it's interesting to see how that comes up. Like I had an ADHD adult that came into my office and he came in and we ended up finding a target for EMDR because he was like, "My wife

and I are fighting constantly.

Every week divorce is being brought up. This is my second marriage. I really don't want to go on to a third one. What can you do to help me?" And so we ended up going and we saw some different signs of something that we could target with a treatment plan for EMDR. We focused on that. And it was fascinating because he came back to me after we had finished with that six months later. And he was like, I never thought I would say this, but I haven't had a fight with my wife in six months. And it's that reminder of there are these really impressive tools that are out there, whether it be finding a good

marriage counselor to be able to help, to be able to get both people on the same page, communicating in a better way that helps the structural solvency of their relationship and understanding and connecting to each other. Because sometimes it is just something of where people are encoding different things that are happening in the relationship one way. And it's totally different than each other is seeing it, and trying to bridge those different gaps and find ways to then get back to kind of the core of what's good in that relationship and give them tools to be able to make

you know, a positive and lasting relationship last.

Scot McKay (35:33.436)

You know, I think all of us would benefit in this life from a doc, from adopting Hanlon's Razor a little bit more frequently and quickly and easily. In other words, when you don't understand why something's happened or something that isn't as you expected or as you wanted it happened, it's probably because of ignorance, not because of malice.

You know, and it seems like nowadays everybody's forgotten The All-Or-Nothing Fallacy. So if something happens on the news, everybody who's even remotely similar to this poor bastard is also a terrible person. If you voted this way, prayed this way, came from this particular country, live in this particular city, you're just terrible and awful like the other guy who came from there.

If you're a police officer, you're a crooked, corrupt, horrible person. And that is like the first rule of logical fallacy is look, it's not... It's almost never all or nothing. There's always a gray area. And it seems to me, if we could start saying to even people who aren't neurodivergent, hey look, you just said something that was crossways. said something I didn't understand. You just did something that's kind of off. Instead of making a broad assumption about

how terrible a person you are, or indeed how wonderful a person you are, because I'm gonna sweep all this under the carpet because I'm looking at you in this idealistic light. We need more conversation. We need more, hey, how are you feeling right now? What is it you're thinking? Not like what were you thinking per se, but obviously that would be kind of confrontational. But just have a little bit more understanding that people...

not even in the largesse of politics and religion in the news media are going to think differently than we are, but they may respond differently to, would you like to go get a coffee? Then we would have expected them to. And that seems to me the key for processing this cute, quirky, fun, you know, manic pixie dream girl you met, who also can't seem to give you the kind of answers you want when things get serious and doesn't even know how to get serious.

Scot McKay (37:55.451)

Am I onto something?

William Schroeder (37:57.77)

I think so. I mean, I think part of what you're talking about too is compassionate communication in relationships. So for instance, somebody with ADHD, that's maybe like, let's give the classic example of

planning and you know, is something that's challenging for them. Maybe they're bad with time. So let's say that guy is going to meet some friends at night and their partner is like, oh my God, they're totally going to come home late. I'm going to get frustrated with this.

They have a horrible sense of time, especially if they go and hang out with their friends. What is a way, instead of just building up kind of that... rehearsing that negative scenario of what may happen? Yeah, well, also kind of rehearsing the unfairness of this person's gonna go out, they're gonna stay out late, it's gonna frustrate me, I'm gonna be so pissed, it's gonna be 11, 12 o'clock and I'm gonna be texting them. And so you build up this whole tension in your mind, in your...

Scot McKay (38:36.701)
Bracing oneself for negativity. Yeah

William Schroeder (38:55.199)
body and everything. And instead of going and looking at a solution, which could be like, hey, before you go out, can you talk to me for a second? I'm curious what time would be a good time for you to like come home. I'm not trying to put pressure on you to do what you don't want to do, but could we consciously kind of, could we agree before you even go out the door, like what is your goal for getting home?

What's something that you're not going to be frustrated with, but we can agree on. And so let's say they say, all right, it's 11 o'clock. And then for them, that person may be like, what's one thing that you could do to try and help yourself to then remember that your goal is to be home at 11 o'clock. And then it may be like, well, I could set a timer on my phone to then go off at that time. And then, you know, so that way there's kind of a conscious cue that's there

Scot McKay (39:25.085)
Yeah.

William Schroeder (39:47.904)
to try and work on that. And if there was problems ultimately trying to look at this like any other program of like, let's debug this together. And I think it's just not viewing the person as a problem and trying to like work together towards a solution that makes sense for both. Just cause ultimately that's again, where I get into this mindset of, I feel like we're dealing with different operating systems and we may have, there may be similar things that these operating systems do. There are certain things that they do better than others.

Certain things that they may have more challenges with. So it's trying to figure out how do we optimize this? How do we optimize this code in a way that makes sense in our unique environment?

Scot McKay (40:25.903)
It seems to me that it all comes down to patience. This person may be well worth my investment in a relationship, but I can't expect to have them figured out by tomorrow morning. And that might be a wonderful adventure if you'll let it. His name is William Schroeder and he runs the Just Mind Counseling organization up in Austin, Texas. And the website is justmind.org. But of course you

Also go to mountaintoppodcast.com/ just mind eight letters J U S T M I N D and find all about what William and his team are up to up there. And what will they find when they go to the website, William?

William Schroeder (41:09.237)
We have about 50 different team members. What makes this unique is most of our people have 20 to 30 years of experience. And so they're really polished. We have like 30 EMDR clinicians. We have a lot of different people that are very advanced in their studies and specializations. So whether it's OCD,

autism, you name it, we can cover it. It's from, you know, kids as young as two all the way through adulthood. We cover all of it. So really there's not much that we can't not.

that we can't help with. We can cover a broad range of needs. And even, you know, we also run the Austin Mental Health Group where there is about 3000 therapists that are in it. So if worse came to worst and somebody had a special need, whether it be an insurance that they needed to be taken or what have you, we can find them a place to get support.

Scot McKay (41:57.17)

And can your team work remotely or is it just limited to people in Austin?

William Schroeder (42:01.534)

So we have psychologists that can work across all boundaries. We actually have a special contract with Deloitte. So we go and we work with their employees around the country for our psychologists. For our social workers and counselors, they're limited by the state boundary with the current laws of Texas. So anywhere, we actually serve 161 different cities in Texas.

Scot McKay (42:18.503)

Got it.

Scot McKay (42:24.167)

Fantastic. Fantastic. Well, this has been an essential conversation. And I think it's been enlightening not only for me, but I'm sure for a lot of the guys listening, whether they're neurodivergent or they've got their eye on a cutie who is, or who they suspect is, I think this is powerful stuff. Thank you for coming on William. And we hope to have you back.

William Schroeder (42:42.239)

Yeah, absolutely, Scot, anytime.

Scot McKay (42:44.785)

Yeah, gentlemen, check it out. I work with guys who are neurodivergent all the time. I, I strongly suspect that I am undiagnosed in that area. I was accused of being ADHD when I was a kid, was ADD back then, but no one ever really tested it or anything. But I know that I can relate to a lot of this. I know I get hyper focused. I've won awards back in the sales world for being so focused and getting rid of everything around me and becoming obsessed with...

with how to win these deals and that worked well when I was in the business world, but I do think a lot of that hyper-focus and my brain spinning around... And by the way, one of the things we didn't talk about here, but we've talked about before is how high IQ guys also, their brains can start spinning around and around and we can be a little quirky and different. And I've told you guys about how I worked with guys from Bell Labs for years and years who had IQs of like 180 and some of them just couldn't relate.

It's a bit of a specialty of mine. If you're a guy who's high IQ and you suspect that some of this applies to you and you want to get better with women, I'm the guy to talk to. Set up that appointment from the website at mountaintoppodcast.com. And while you're there, visit also our three main longtime sponsors, Jocko Willink's company Origin in Maine. Guys, great jeans. J E A N S unlike, you know, Sydney Sweeney, I guess, although Jocko probably has great genes as well, but

The boots, the bison boots, get you some, man. They're worth the investment. They're bulletproof. They'll outlast you, man. You'll wear those things for the rest of your life. And how cool is bison leather? It just doesn't get any cooler than that. Hero Soap... the scents are manly, the ingredients are pure. Get you some. The Keyport is not your grandfather's Swiss army knife. The gadgetry that you can put on your everyday carry device is amazing nowadays.

And The Keyport is world-class in that regard. Whichever one of our sponsors you work with, use the coupon code "mountain10" to get an additional 10 % off. All of that and more is there for you at mountaintoppodcast.com as always gentlemen. And until I talk to you again real soon, this is Scot McKay from X & Y Communications in San Antonio, Texas. Be good out there.