

 **FLOURISH WORKBOOK 1**

Introduction to Flourishing Women





Welcome to Flourish

You are not broken, or in need of being fixed.

You've been surviving in a world that wasn't built to support how your brain and body actually work.

Flourish is an educational support and coaching group created for ADHD women based on this core idea.

Flourish is:

- A supportive, skills-based space (not therapy)
- A way to shift from survival mode into *flourish* mode
- A space where your pace is honored
- A group where growth doesn't have to look like anyone else's 🧠

HOW IT WORKS

Flourish meets weekly on zoom for 90 minutes. You will get reminders in your email and mighty networks.

Weekly Group Structure (90 minutes total):

- 30 minutes → Watch the video lesson (live or later)
- 30 minutes → Optional peer breakout rooms
- 30 minutes → Full group community time



✗ YOU ARE NOT REQUIRED TO:

- Show up on time
- Turn your camera on
- Speak, share, or interact
- Pay attention in a specific way
- Attend every single week
- Keep up

✓ YOU ARE WELCOME TO:

- Keep your camera off
- Take breaks when needed
- Just show up and absorb at your own pace
- Arrive late or leave early
- Stim, doodle, fidget, knit

Group Agreements

To help this space feel safe, supportive, and real, we share these values:

Group Values

What’s shared in this group stays in this group

You don’t have to perform or pretend

We honor each other’s lived experiences

Mistakes are part of learning

You get to show up as you are, not as you *should* be

We acknowledge trauma without sharing

Be kind to yourself and others



Trauma Sensitive Space- Sharing With Care

This is a trauma-sensitive space. We keep sharing gentle so everyone can feel safe and regulated. If you feel overwhelmed, you can turn off your camera or step away—please take care of yourself.

- You're welcome to talk about hard topics but try and avoid graphic details that could overwhelm others.

What "Trauma-Sensitive" Sharing Looks Like

Instead of: "When the crash happened, I heard the metal crunch, saw the glass fly, and felt my arm snap..."

Try: "I was in a serious car accident that still affects how safe I feel in cars."

The second version lets others understand the impact without vivid details that might retraumatize them.

This Is Not Therapy

While many of us are healing, **this group isn't therapy.**

Instead, it offers peer support and education based on the **Flourish neurodivergent-affirming model**—designed for ADHD women often underserved by traditional systems.

What to Expect Here

1

Choose your pace. Engage as you wish. Videos, workbooks, and groups are all optional.

2

The Flourish Model. Gentle lessons introduce five core skills and their real-life application.

3

Simple check-ins and reflections. Brief reflections to help you notice your feelings and needs.

4

Practical regulation tools. Short, sensory-friendly practices for rest, soothing, and stress relief.

5

Rebuilding self-trust. Exercises to reconnect with your body, voice, and boundaries.

6

Honest, respectful sharing. Connect with ADHD women who truly understand.

You deserve a space that honors both your story **and** your nervous system.
Welcome.

Be Yourself

You may have spent years trying to become someone else's version of "functional."

You don't have to do that here.

Instead...

💖 You get to move at your own pace

🧑🏻 Try what works and leave what doesn't for you

Pause here

Reflect

What emotions come up when you hear what this group is about?



Different not Defective

If you're here, it probably means you've been searching for real help and support.

Maybe you've been told:

- You're *too sensitive*
- You're *too scattered*
- You're *too emotional*
- Or you're just not "together" enough

Maybe you've spent years trying to:

- Fix yourself
- Manage yourself
- Or hide parts of who you are just to get through the day

Let's say this clearly:

♥ You are not broken.

This group is not about fixing you.
It is not about becoming neurotypical.
It is about becoming more fully yourself.

Different not Defective



Purpose of Our Group and Model Overview

✨ *We are not here to become less ADHD. We are here to become more supported, more aware, and more free. We are here to:*

- 1** — **Unlearn shame**
- 2** — **Create more supportive environments for our brains and bodies**
- 3** — **Practice self-compassion, self-care, self-awareness, self-accommodaton, and self-advocacy**
- 4** — **Understand old coping strategies as intuitive responses to trauma or stress**
- 5** — **Begin rebuilding self-trust without being asked to change who you are**

Getting by in The World with No Support

Many of you were taught to get by using coping like:

- 1 — People-pleasing
- 2 — Perfectionism
- 3 — Mistrusting your emotions
- 4 — Hiding your authentic self
- 5 — Silencing yourselves

*















You may have spent years trying to become a version of “functional” that never really fit you.

These things you did were wise adaptations: strategies that helped you get by in a world that rewards girls and women for compliance and punishes difference.


But now it may be time to learn something new.




The Flourish Model + Core Skills Shift

In this group, you'll learn to gradually replace old coping skills (survival strategies) with tools that actually support how your brain and body work.

Old Coping Pattern	Flourish Practice
Silencing yourself 	 Self-Advocacy: Speak your truth
Self-criticism + shame 	 Self-Compassion: Meet yourself gently
Disconnection 	 Self-Awareness: Asking yourself what you need
Perfectionism 	 Self-Accommodation: Adjust expectations
Ignoring your needs 	 Self-Care: Tend to your body + energy

You don't have to master these all at once. You will learn these skills just by showing up to our group!

 **You can trust yourself to:**

-  Start where you are.
-  Keep what works.
-  Let go of what doesn't.



What Is ADHD?

You've probably heard clinical terms like:

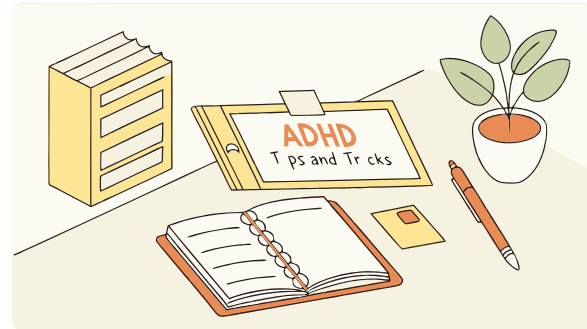
"Executive dysfunction"

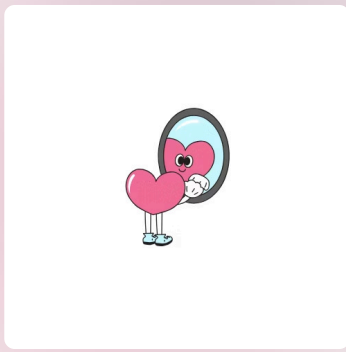
"Inattention"

"Hyperactivity"

ADHD is a different neurotype. It is not simply about distraction, disorganization, or "deficits."

It reflects differences in how the brain regulates attention, energy, emotion, and motivation — and how those differences collide with environments that were not designed for neurodivergent minds.





Reflection

Pause here and take a moment to notice your thoughts. If you feel comfortable, consider these questions:

Question 1

Have you been taught that your brain works differently, and that this makes you "less than"?

Question 2

What's it like to know your brain isn't wrong or defective, just different?

What ADHD Struggle Feels Like

ADHD women describe these experiences. Do any of them feel familiar to you?

Wanting to start but not being able to

Forgetting something important, then spiraling into self-criticism

Feeling everything at once

Having energy spikes, then sudden crashes

Hormones wrecking focus, mood, and motivation

Feeling like you have a different brain every week of your cycle

Always being behind, no matter how hard you try

Getting stuck on even small decisions

Experiencing time dragging or flying by when you fall down a hyperfocus rabbit hole

What ADHD Struggle Feels Like

Hiding internal chaos behind a composed facade

Working twice as hard just to keep pace

Feeling overwhelmed by sensory input like sounds, lights, or textures

Emotions overwhelming you instantly, or arriving hours or days later

Neglecting self-care until you're completely exhausted

Constantly anticipating rejection

Feeling like you constantly fail at tasks that seem easy for others

Wondering if you are fundamentally broken

How ADHD Brains Work Differently

ADHD affects how your brain handles:

Time

Time is felt and perceived differently.

Memory

Memories are often tied to emotions, visuals, or connections, rather than linear steps.

Prioritization

Everything can feel urgent, especially when you're stressed. Special interests are often prioritized.

Feedback

Criticism can be deeply felt, and praise might be difficult to process.

Transitions

Starting, stopping, and switching tasks in neurotypical environments requires significant energy and support.

Stimulation

Boredom can feel physically painful.

How ADHD Brains Work Differently

ADHD affects how your brain handles:

Hormones

For many ADHD women, hormone shifts, like around your cycle, perimenopause, or postpartum, impacts how your brain functions

Emotions

Often deep sensitive intense and hard to regulate.

Energy

You may feel energized and unstoppable one day, then exhausted and foggy the next.

ADHD often comes with chronic energy variability.

Attention

You might hyperfocus on something meaningful for hours, then struggle to start basic tasks.

Your brain prioritizing novelty, interest, urgency, or emotional engagement.

Although you are different in all these ways, you were probably expected to behave in a **neuronormative** way.

ADHD girls respond by trying to meet these expectations.

They try to adapt with coping skills and masking behaviors.

Lets take a look at this next.

The Birth of Coping Skills

ADHD is not a deficit of attention or hyperactivity.



It is a difference in how the brain organizes, processes, feels, communicates, and moves through the world.

When a brain does not match dominant expectations, this is not a personal failure.



It is a mismatch between the person and their environment.

ADHD brains are different and often unsupported.



When everyday tasks feel harder than they should, and people are repeatedly told they are the problem, shame can develop.



As an ADHD girl, you may have started to wonder:

Why is this so hard for me?

What's wrong with me?



ADHD girls should have been told, ***"you are different, and your strengths deserve to be understood and celebrated."***

Instead many ADHD girls internalize a much harsher message early on:

"I'm the problem."

Does this sound familiar?

Avoidance of Shame

To avoid judgment, criticism, and the heavy shame it stirs up, ADHD girls often learn to adapt. These strategies help them survive in a world that doesn't understand their brains:

Push harder than everyone else

Stay up late to catch up

Strive for perfection

Pretend to be what's expected, hiding their true selves

Keep the peace and stay quiet

Overachieve to prove worth

Stay invisible

Keep emotions hidden


Become what others needed—at their own expense

Do these strategies resonate with you?

The Cost of Chasing the Neuronormative Standard

Your coping strategies were **intelligent responses** to a world that didn't understand your brain. They helped you survive in systems that weren't built for you.

But just because something supported you then doesn't mean it still serves you now. Some of these same strategies may be causing harm today.

 **Let's take a closer look at the cost.**

When you spend years trying to meet unfair expectations, it can lead to:

Loss of self-trust	Chronic burnout	Disconnection from your needs	Over-functioning for others
Under-supporting yourself		Physical Illness	



Activity and Reflection

Recognizing Your Patterns

Let's pause here. What patterns have you used to help you cope, avoid criticism, and be accepted in the world?



Coping Skills I use: (check all that apply)

People-pleasing to avoid conflict

Silencing my voice or ideas

Criticizing myself to get things done

Perfectionism to be accepted

Never asking for help so I'm not a burden

Over-apologizing

Hiding struggles to seem "together"

Pushing through exhaustion


Working 2x as hard to keep up even though there is a cost to my health

Other: _____

The Flourish Skills: Out With the Old, In With the True

Now that you've named some of your old coping strategies, let's introduce the new skills that will support your growth.

In this group, we're shifting from old emotional survival patterns you learned as a child into new, supportive ways of relating to yourself.

-  You don't have to give up all your old tools right away. We're just offering you more options now.

Up Next:

We'll walk through the five core practices of the Flourish Model. These are the foundations of how we work together.

You'll see these five skills come up often. They're the tools we'll keep building on.



The Five Pillars of Flourish

Grown in Community with other women like you

Self-Compassion

Embracing kindness and understanding towards oneself.

Self-Awareness

Recognizing and understanding one's thoughts and feelings.

Self-Care

Prioritizing activities that promote physical, mental, and emotional well-being.

Self-Accommodation

Adjusting and adapting to one's own needs and circumstances.

Self-Advocacy

Speaking up for oneself and expressing needs and boundaries.



The Flourish Model

Out with the Old
In With the New



Learning how to tune in to your difficult experiences and being kind to yourself instead of critical.



Making necessary adjustments in your environment for yourself to account for what you need.



Communicating to others what you think and feel, about your needs and how you experience the world.



Tuning into and honoring your mental, physical, and emotional needs.



Knowing and trusting what your thoughts, feelings, and body are telling you.

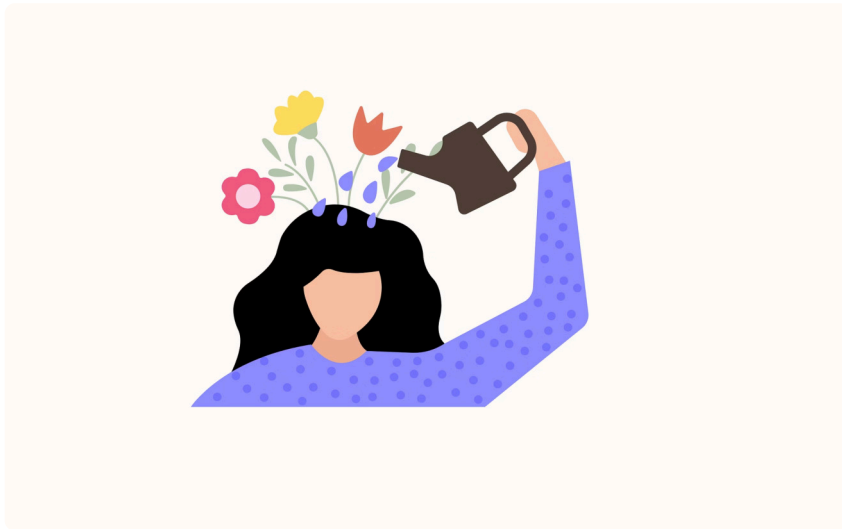
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🧡 Self-Compassion

Tending to yourself with care instead of criticism.

It means giving yourself the same kindness you'd give a friend.



It sounds like:

- 1 — "Of course this is hard."
- 2 — "I don't have to be perfect."
- 3 — "What do I need right now?."

Self-Awareness

Notice Whats Going on Inside You -Without Judgement

Self-awareness is how you start to tune into your **thoughts, emotions, body signals, and patterns.**



Self-Awareness

It sounds like:

- 1 — **"I'm feeling tight and overwhelmed. I wonder what I need?"**
- 2 — **"This reaction feels familiar maybe it's connected to something deeper?"**
- 3 — **"I notice I shut down when I feel misunderstood."**

Self-Care

Meet your actual needs, not just performing routines

Self-care isn't about spa days (unless that helps!). It's about caring for your **real body, brain, and emotional state** in sustainable ways.



It looks like:

- 1 — Eating something before you crash
- 2 — Saying no
- 3 — Giving yourself permission to rest
- 4 — Taking your meds *and* drinking some water

Self-Accommodation

Creating a life that fits your brain not the other way around.

Self-accommodation means adjusting your environment, your expectations, and your systems to actually support how your brain works.



It includes:

Asking yourself how can I make this easier?

1

2

Breaking things down into smaller steps

Creating quiet space to regulate your emotions

3

4

Giving yourself permission to do things differently and to ask others to as well, because it's your right.



Self-Advocacy

Expressing your needs with honesty and clarity.

Self-advocacy is about naming what you need **to yourself, and to others.**



It sounds like:

- 1** — “I work best with flexible deadlines can we talk about that?”
- 2** — “I need to pause this conversation and come back to it.”
- 3** — “I’m struggling with this, and I need support.”

What Matters Most

These five skills are not things to “achieve.”

We will build on them in our group and you will absorb them.

Setting Intentions

✨ You've learned about the core skills. Now let's take a moment to name what you want from this space. What you're hoping to grow, change, or simply explore.

You don't have to know exactly what you want from this group yet.

But if you'd like you are allowed to name what you hope for.

 **Here are some ideas:**



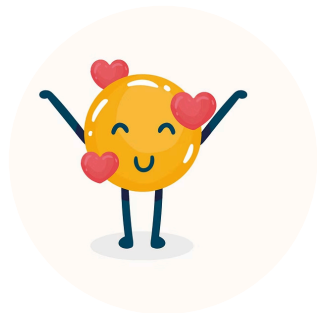
Less shame



More understanding



To stop people-pleasing



To feel your emotions without shutting down



To ask for what you need without guilt



To stop trying to be the "Neurotypical Woman"



To unmask safely



To build new self-trust, one moment at a time

My Flourish Intentions Activity

Pause here. Take a minute to set your intentions.

(Check all that feel true—or write your own)

- Speak to myself with more kindness
- Understand why I mask and begin loosening it
- Stop chasing perfection
- Practice self-compassion when I struggle
- Create accommodations that actually help
- Name and meet my real needs
- Say "no" without guilt
- Rest without apologizing

Or... I want:

✨ No matter what you wrote (or didn't), just being here is enough. This is only the beginning. Let's look ahead.

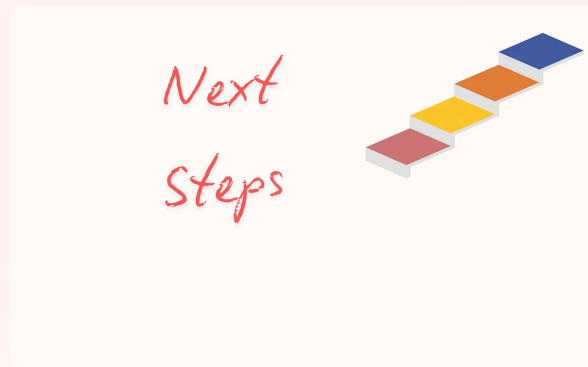
TAKEAWAYS & NEXT STEPS

This Week, Remember:

- 1** ✓ You're not broken—you've been surviving without support
- 2** ✓ ADHD is a different operating system, not a flaw
- 3** ✓ Your coping made sense—now you will learn more options

What's Next:

In the next workbook and group, you'll explore how neurodiversity and stigma shape life as an ADHD woman.



Fact Sheet

Learning the Flourish Model

The Flourish Model is our roadmap for neurodivergent-affirming growth. It centers five core skills that help ADHD women reclaim self-trust and thrive in daily life:

- **Self-Compassion** – responding to yourself with kindness, especially when things feel messy
- **Self-Awareness** – noticing emotions, body cues, and energy shifts without judgment
- **Self-Accommodation** – shaping environments, routines, and expectations to fit your brain
- **Self-Advocacy** – communicating needs clearly and setting boundaries that protect your wellbeing
- **Self-Care** – tending to rest, movement, nourishment, and connection in sustainable ways

In this group you'll:

- Explore each skill through short lessons, examples, and reflective prompts
- Practice tools that build nervous-system safety, sensory regulation, and emotional clarity
- Notice how the skills weave together to break cycles of shame, overcompensation, and burnout
- Celebrate strengths that may have been overlooked in traditional settings

Flourish isn't a quick fix, it's a gentle shift toward living in alignment with your neurotype. As you move at your own pace, you'll gather practical strategies, language, and community support to help your ADHD brain feel understood and empowered.