



## **ND-Inclusive MND Regulation Toolkit**

*Sensory + somatic strategies that actually work for ADHD / AuDHD minds*

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### **Important note**

This resource is intended to support understanding and good practice in neuro-inclusive workplace design. It provides general guidance and does not constitute legal, medical, or clinical advice. Organisations should apply the principles in line with their own policies, regulatory obligations, and professional judgement.

## A grounding orientation

This is not a calming program.  
It's not a daily routine.  
It's not a list you're meant to complete.

This is a **menu of regulation supports** designed for **neurodivergent nervous systems...** especially those that don't settle through stillness, breathing exercises, or "just noticing your thoughts."

Nothing here is mandatory.  
Nothing here works all the time.  
You're allowed to use one thing, change it, or abandon it entirely.

Regulation is about **fit and timing**, not compliance.

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## 1. What "MND regulation" means here

In this toolkit:

- **M** = Mind (attention, orientation, meaning)
- **N** = Nervous system (state, safety, activation)
- **D** = Body (sensory input, movement, interoception)

These layers are **interdependent**.

For many ADHD / AuDHD people:

- cognitive strategies fail without bodily safety
- insight arrives *after* regulation, not before
- sensory input is not optional... it's decisive

So this toolkit starts **from the body upward**, not the other way around.

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## 2. A key reframe: regulation ≠ calm

Regulation does **not** mean:

- quiet
- still
- slow
- emotionally flat

For many ND systems, regulation looks like:

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- movement
- pressure
- rhythm
- sound
- pacing
- intensity *with containment*

If a strategy makes you calmer but **less functional**, it may not be regulating *for you*.

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### 3. Sensory regulation strategies

*(input that changes state)*

#### Pressure & proprioception

Often helpful when you feel:

- scattered
- unsafe
- emotionally porous
- uncontained

You might experiment with:

- weighted blankets or lap pads
- firm hugs (with consent... including from yourself)
- compression clothing
- leaning into walls or solid furniture
- holding something heavy

Why this helps:

Deep pressure gives the nervous system **clear boundaries**.

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#### Sound & auditory control

Helpful when:

- your mind feels noisy
- you're overstimulated
- silence feels threatening rather than soothing

Options include:

- noise-cancelling headphones
- brown noise, pink noise, or low rhythmic sound

- familiar music on repeat
- predictable background noise

Silence is not inherently regulating for ND systems.  
Predictability often matters more.

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## Visual input

Helpful when:

- you feel disoriented
- overstimulated by movement or clutter
- mentally scattered

You might try:

- reducing visual clutter in one small zone
- dimmer lighting
- looking at a single fixed object
- familiar visual environments

Orientation stabilises state.

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## 4. Somatic regulation strategies

*(movement that shifts activation)*

### For high activation / overwhelm

If energy feels too high, sharp, or explosive:

You might try:

- slow, resisted movement (pushing, pulling)
- wall push-ups
- paced walking
- rocking or swaying
- grounding through feet

Avoid strategies that demand stillness or fine control when activation is high.

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### For low activation / shutdown

If energy feels flat, heavy, or unavailable:

You might try:

- gentle rhythm (tapping, rocking)
- warmth (blankets, warm drinks)
- low-effort movement
- lying on the floor
- being near someone without interacting

Motivation is rarely the missing ingredient here.  
Safety and energy are.

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## 5. Rhythm over technique

Many ND nervous systems regulate better through **rhythm** than through instruction.

Examples:

- repetitive movement
- music with a steady beat
- walking at a consistent pace
- patterned sensory input

Rhythm reduces decision load.  
It lets the body settle *without thinking*.

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## 6. What often makes regulation harder (not your fault)

Regulation strategies often fail when:

- you try them too late (already past capacity)
- they're imposed rather than chosen
- they clash with your sensory profile
- they require "doing it right"
- they're framed as self-control

If something doesn't help, it's not because you're resistant.  
It's because it's not a match **right now**.

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## 7. Building a personal regulation menu

*(small and flexible)*

Instead of a plan, you might slowly notice:

- 1–2 things that help when overwhelmed
- 1–2 things that help when shut down
- 1 thing that feels grounding even on neutral days

That's enough.

Regulation tools are **seasonal**.  
They change with stress, health, environment, and life phase.

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## 8. Permission-based use

You are allowed to:

- regulate *before* you understand why you're dysregulated
- choose sensation over insight
- move instead of explain
- stop a strategy halfway
- need support from others

You do not need to justify regulation.

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### A closing grounding

Your nervous system is not broken.

It is responsive, adaptive, and doing its best with the information and environments it's given.

This toolkit is not here to make you calmer, quieter, or easier to manage.

It's here to help you **stay inside your window of capacity** a little more often...  
and to remind you that needing regulation is not a failure of character, effort, or strength.

Use what fits.  
Leave the rest.