Appendix 3

Part 3: Small Shifts, Big Impact – Actionable Takeaways WAND2025

Each row draws on talk content and cross-talk themes, with a mapped reference to the relevant sessions(s).

This table summarises actionable takeaways, clustered into four core areas:

Core Area	What's the Science?	What Can I Do?	Why It Works	Talk(s)
Work & Leadership	Micro-frictions like task switching, unclear comms, and poor environment and workflow design drain attention, memory and decision-making capacity.	Simplify processes based on what works (what is the process vs what people are actually doing). Acknowledge cognitive and digital load. Allow time out to recover.	Reduces potential for longer-term chronic conditions and can boost regulation and performance.	Talk 4 (Seifer), Talk 9 (Bach)
	Leadership behaviours act as "social signals" that shift team neurophysiology: ambiguity can increase threat appraisal.	Neuroleadership: a brain-based model for collaborating with and influencing others. Status, certainty, autonomy, relatedness, fairness can positively shift neural states.	Reduces threat response, increasing collaboration, clarity, and team capacity.	Talk 2 (Wong), Talk 6 (Haggo)
	Play supports collaboration, creativity, and adaptability in teams.	Make space for curiosity, humour, and low-stakes exploration in work culture.	Builds resilience and flexibility, even under pressure.	Talk 10 (Edwards)
Learning & Brain Skills	Attention, flexibility, and regulation are brain skills that erode under pressure without regular updating and recovery.	Schedule regular brain breaks, shift attention (planning vs task switching), and notice you're breathing in different contexts and adjust as needed applying evidence-based tools.	Maintains high-level function and prevents silent performance drops.	Talk 7 (Lee-Menuhin), Talk 5 (Edwards)
	Chronic overload, ambiguity, and forced masking create compensatory effort, leading to fatigue, anxiety, and withdrawal.	Reduce sensory load, make expectations explicit, limit task switching, allow pacing.	Increased cognitive, emotional and social capacity when compensation is no longer required.	Talk 1 (Annis)
	Neuroleadership works by preserving capacity, not by motivating harder.	Preserving capacity is individual and team-based and environmental. What is the expectation of your current work culture?	Preserves prefrontal function, enhancing learning and performance.	Talk 2 (Wong), Talk 6 (Haggo)
Health & Recovery	Chronic stress changes brain structure and function, impairing memory, emotion, and energy.	Learn your stress signature and create a personal recovery routine that evolves over time.	Protects long-term cognitive and emotional health.	Talk 7 (Lee-Menuhin)
	Pain is a protective prediction generated by the brain. Pain is real even if it's not physical damage.	Use metaphor, narrative, and self-reflection to reinterpret persistent pain.	Can reduce fear, chronicity, and aid recovery.	Talk 3 (Herrenschmidt-Moller)
	Play activates reward and bonding systems that regulate mood and promote healing.	Allow for playful interactions, novelty, and joy during learning and recovery.	Builds resilience and accelerates emotional and social recovery.	Talk 10 (Edwards)

Systems & Environments	Sensory stimuli (noise, temperature, light) disproportionately affect neurodivergent individuals' comfort and stress responses.	Adjust lighting, noise, clutter, layout, and workflow for clarity and calm.	Small environmental adjustments can reduce sensory overload and stress, freeing cognitive resources.	Talk 1 (Annis), Talk 6 (Haggo)
	Delayed neuro-support increases long-term cost and complexity of conditions.	Intervene early, recognise signals of distress or friction and respond quickly.	Early support prevents problems from compounding.	Talk 3 (Herrenschmidt-Moller), Talk 8 (Childs)
	Diagnostic categories often miss lived experience complexity.	Focus on how people function in real contexts, not just labels.	Supports more accurate, tailored interventions.	Talk 8 (Childs), Talk 3 (Herrenschmidt-Moller)
	Brain-positive systems need to align with how brains actually work.	Design policies and tools that match how people think, learn, and behave.	Increases adoption, efficiency, and impact of neuroscience in society.	Talk 6 (Haggo), Wrap-Up (Verlinden)