

The Universal Accommodation Principle

Cognitive Ergonomics From the Inside Out® (Cog-Erg for short) transforms abstract concepts of cognition into tangible phenomena, revealing causal relationships around intangible accommodations that alter our perspective around how to accommodate those with executive function impairment.

To that end, Cog-Erg exposes what was hidden in plain sight: Direct oral communication is an accommodation, not a preference for those with executive function impairment.

Using inductive reasoning based on cross-domain convergence, we arrive at a general truth: Direct oral communication functions as the universal problem-solving accommodation. Across history and domains, it consistently serves as the default human response to solving problems when stuck. Here is the cross-domain logic:

Problems emerge across all domains of life. When individuals become “stuck,” the universal human response is to engage in direct oral communication as a means of restoring cognitive control. Examples include

- **Academic:** teachers, tutors, advisors, special educators, professors (office hours), and study groups
- **Professional:** managers, mentors, supervisors, team leaders, and job coaches through one-on-one meetings
- **Psychological:** therapists, ADHD coaches, counselors, and support groups
- **Personal (Home and Family):** parents, siblings, partners, and caregivers through direct dialogue
- **Community Support:** mentors, clergy, sponsors, and friends

Supporting Evidence – The Emergence of Life Coaching

The emergence of life coaching and the persistence of the Socratic method reflect the formalization of this invariant into structured roles whose sole function is to help others think. In short, **life coaching** was born of the need to help professionals who felt “stuck,” unfulfilled, or unclear about direction:

- They didn't need therapy, consulting, or mentoring.
- They just needed help thinking.

The Socratic Method

- Is a cooperative dialogue-based technique where a coach uses **continual questioning to guide students to discover truths, challenge assumptions, and develop critical thinking skills**, rather than directly providing answers.
- Emphasizes **active engagement, dialectical reasoning, and intellectual rigor** by exposing inconsistencies in thought to foster deeper understanding and personal insight and to gain clarity to solve problems

Thus, **DIRECT ORAL COMMUNICATION IS A UNIVERSAL ACCOMMODATION** used by neurotypicals and those with executive function impairments (like ADHD). Given the impairment, those with ADHD just need more direct communication than neurotypicals do.

This revolutionary new paradigm, axiom, and universal accommodation principle transform invisible struggles into observable truths, redefining what real support looks like for those with executive function impairments.

Cognitive Ergonomics From the Inside Out® doesn't just offer insight. It demands a new standard of care, a new approach to removing barriers for individuals to flourish.