



Reframe & Reconsider: Inconsistent Performance

Inconsistent performance is an area where many students and employees with FASD can be highly misunderstood. Previously mastered skills suddenly become temporarily inaccessible. We don't currently know the neurological explanation for this phenomenon, but it does impact many individuals with FASD.

"I live this every day. If you don't have personal experience, it is difficult to wrap your brain around. The only thing you can count on is the inconsistency of FASD."

- Katrina Griffin, Adult with FASD

"My manager would say 'You just did it yesterday, we saw you do it, we know you can do it, c'mon, you're just not trying.'

I'm actually trying harder than anyone knows."

- Myles Himmelreich, Adult with FASD

Could be misinterpreted as...

- Not trying hard enough
- Lazy (trying to get out of it)
- Being difficult
- Not taking it seriously
- Lying

Should be interpreted as possibly...

- Momentary difficulty accessing procedural knowledge (i.e., how to do something)
- Short-lived difficulty accessing effortless routines
- A little-understood, brain-based issue

STRATEGIES

- Believe them that it's happening
- Allow for good and bad moments
- Just accept the skills of the moment
- Don't make the person feel bad for how their brain works
- Remain calm and wait with them
- Take the person's lead on what they say they need
- Make sure the environment is safe while they work through it

