

Self-Guided Environment Check

This self-guided tool helps organizations reflect on how well their environment supports neurodiversity, regulation, accessibility, and belonging. It is designed for internal reflection and quick wins—not a full systems audit.

P — Presence & Psychological Safety

Reflection Statement	Rarely True	Sometimes True	Often True	Consistently True	Notes
People feel safe asking questions or making mistakes.					
Expectations and routines are predictable.					
Corrections are delivered respectfully.					
Leaders or facilitators model calm and supportive behavior.					

E — Equity & Environmental Design

Reflection Statement	Rarely True	Sometimes True	Often True	Consistently True	Notes
Lighting and noise levels support focus.					
Visual supports or clear instructions are available.					
Movement or sensory breaks are permitted when needed.					
Spaces are accessible to diverse learning or working needs.					



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A — Agency & Autonomy

Reflection Statement	Rarely True	Sometimes True	Often True	Consistently True	Notes
Individuals have meaningful choices.					
Feedback and ideas are welcomed and considered.					
People can adjust pace or participation when needed.					
Strengths are recognized and utilized.					

C — Community & Co-Regulation

Reflection Statement	Rarely True	Sometimes True	Often True	Consistently True	Notes
Team members support each other.					
Help-seeking is encouraged.					
Conflicts are handled respectfully.					
Relationships and belonging are prioritized.					



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E — Empowerment & Sustainability

Reflection Statement	Rarely True	Sometimes True	Often True	Consistently True	Notes
Training or support helps people succeed long-term.					
Staff or leaders feel confident in expectations.					
Helpful supports are built into routines.					
Leadership promotes growth and improvement.					

Quick Reflection

Reflection Question	Notes
What is working well in your environment?	
What creates stress or overwhelm?	
What is one small change you could implement this month?	



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Interpreting Your Results

If many of your responses fall under **Rarely True** or **Sometimes True**, your environment may benefit from additional support or structured systems improvement.

This reflection tool highlights possible areas for growth, but it does not replace a comprehensive systems assessment.

A full P.E.A.C.E. Systems Assessment includes:

- Environmental observation
 - Staff experience surveys
 - Student voice surveys
 - Systems analysis
 - A customized action plan
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Interested in Going Deeper?

If your team identifies areas where support would be helpful, a full P.E.A.C.E. Systems Assessment can provide deeper insights and practical next steps.

