

WHAT HAS BEEN YOUR EXPERIENCE OF WORKPLACE SUPPORT AND ADJUSTMENTS, AND DO YOU THINK CURRENT SYSTEMS DO ENOUGH TO SUPPORT NEURODIVERSE PEOPLE?

No, I don't think there is enough support for neurodivergent employees currently. There are definitely pockets of good practice, but by and large organisations aren't doing enough to educate their staff about neurodiversity, particularly line managers who must play such an important role.

I really encourage line managers to listen, invest time in learning and listening to the needs of employees. Line managers can help colleagues navigate systems, because requesting support can feel emotionally vulnerable and draining.

Access to Work government grants have been valuable in funding workplace adjustments and coaching to help me perform at work (although I hope approvals will be processed more quickly in future): <https://www.gov.uk/access-to-work>

WHAT'S BEEN THE PROUDEST MOMENT OF YOUR CAREER?

Landing on my feet at the OU and succeeding while adjusting to discovering my neurodivergent identity.

WHAT ADVICE WOULD YOU GIVE TO YOUR YOUNGER SELF WITH THE KNOWLEDGE YOU HAVE NOW?

When people are late diagnosed, it usually prompts some feelings of regret or sadness. You think back to previous situations where you were struggling and you didn't understand – finally you know why. I prefer to look forward, I wouldn't want to change the past, but it can feel very emotional, empathising with my younger self.

What's my advice? If there's something that doesn't make sense or you're struggling with, investigate further. Talk to other people, listen to experiences and see if you can find something that resonates. Anything that can help you understand your experience better will make it easier for you to flourish and put yourself in settings that play to your strengths.