



## What people appreciate about me

- Loyal and trustworthy
- Insightful, observant and perceptive
- Sensitive, creative and self-aware
- Curious, intelligent and hardworking
- Strong values and ethics
- Generous with my time and resources for causes and people I believe are important
- Bring the qualities of a deep thinking introvert into a working situation

## What is important to me

- Above all I need a stable home life with my partner and a safe place to retreat to.
- Managing my mental health is my top priority and it shapes most things I do. I have learned that too many people, having too much to do, being excluded or exposed to aggression, game-playing and insincerity are all bad for my mental health so I need to reduce risk in these areas.
- I count my close friends as my 'chosen family'. I try to meet them as often as I can. They are very important for my identity and support.
- I like the immersion and escape of cinema and try to go often.
- Music is important to me and can have a positive effect on my mood.
- I enjoy travel, lectures on history and art, walking in the city and country, bird watching and going to exhibitions. Escape and novelty refresh my mind.
- Being able to travel from A to B with minimum stress is very important for me.
- The driving principle in my work is to try to do things that will contribute to making people's lives better. I need to work with people with whom there is mutual respect and who I can trust.
- I value open, honest, warm people and I don't like hierarchical or exclusionary social behaviour. I like a working environment where I can openly communicate and constructively question. I don't like debates based on combat.
- I find working with mental health service users and survivors as a peer very supportive and I enjoy the mutual understanding and camaraderie.
- I am very creative and will try new innovations if I can see the potential to make a real difference. I get a lot of satisfaction from conceptual, multidisciplinary thinking.

## How to support me at work

- Managing my mental health in work is vital and this includes the side effects from medication. A 'traffic lights system' can help me quickly communicate my state. Don't stigmatise or blame me if I am having difficulties - they will usually be to do with my workload, environment or working relationships.
- Trust me if I ask for flexible working or certain ways of communicating. They will help me manage my mental health fluctuations and perform to my best ability.
- If I don't think I'm going to be able to meet a deadline my intention is to let people know in advance if I can. However, if I 'disappear' or withdraw, this could mean I'm not doing so well. Don't be afraid to check how I am.
- If I'm quiet, I'm not being rude. If I sometimes like to work on my own, it's not that I'm not a 'team player', it's just I'm often more productive that way.
- Check with me that my workload is balanced and manageable – I can take on too much. Be clear about what I need to do and when, but please allow for negotiating flexibility.
- I need a supportive, strengths-based framework for performing. I'll rarely ask for help unless I really need it, so if I ask for help I need to be confident that my request will be followed up.
- To be most productive and contented I must have a safe, quiet space to think, read and write.
- I prefer text, email and Twitter to the phone or Skype.
- I do not work well with hierarchies that make no sense, result in bad power relations or aren't facilitative.
- Please don't overload me with meetings and processes that don't result in any outcomes or actions.
- I thrive in an environment where people have shared values, everyone is properly valued and people respect and trust each other.
- If I'm undertaking a task where there is no reward I won't stay motivated. Reward isn't necessarily financial and could mean making a difference, personal satisfaction or knowing it's a job well done.