**When you are at your best at work…**

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| --- | --- | --- |
| **Environment** | **What is the environment like?**  e.g. Light, noise, space, home, office.. |  |
| **Behaviour** | **What do you do?**  e.g. Moving, being still, talking, inputting data.. |  |
| **Capability** | **What are you good at?**  E.g. Seeing the big picture, filling in the detail, connecting patterns.. |  |
| **Beliefs** | **What do you believe? What is important to you?**  E.g. being of service, being organised |  |
| **Identity** | **Who are you? Who do you connect with?**  e.g. a professional, other colleagues, sector, architects.. |  |
| **Your role/task** | **What is your role like?**  e.g. project work, routine work, delivery, deadlines |  |
| **Line Manager** | **What is your relationship with your line manager like? What do they do?**  e.g. supportive, understand mental health, gives me constructive feedback |  |

**When you are not at your best at work…**

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| **Environment** | **What is the environment like?**  e.g. Light, noise, space, home, office.. |  |
| **Behaviour** | **What do you do?**  e.g. Moving, being still, talking, inputting data.. |  |
| **Capability** | **What are you good at?**  e.g. procrastinating, hopping from one task to the next.. |  |
| **Beliefs** | **What do you believe? What is important to you?**  e.g. waste of time, pointless |  |
| **Identity** | **Who are you? Who do you connect with?**  e.g. a scatter brain, unprofessional |  |
| **Your role/task** | **What is your role like?**  e.g. project work, detail work, delivery, no deadlines |  |
| **Line Manager** | **What is your relationship with your line manager like? What do they do?**  e.g. unsupportive, doesn’t understand mental health, gives me no feedback |  |

This model is adapted from Robert Dilt’s Logical Levels, based on research for a dissertation “How can we as neurodiverse individuals be at our best at work?” January 2021 by Uta Langley