

Hello friends. You probably clicked a link in my LinkedIn bio, an email sig, my blog or just stalked me on Google and are wondering what is this? Why Am I Here? Is There Cake? Read on.

So, What is This? Why Am I Here? And Is There Really Cake?

Inspired by the wonderful Tea Uglow's "[What to expect when you're expecting Tea](#)". (bit.ly/working_with_tea), this is my user guide, my FAQ, my QRG, my stuff I'd like you to know.

Written for you, but also totally for me, sharing these details means I get to mask less and be totes authentic, hopefully without you feeling all awkward-turtle and wondering WTF?

Thanks for being curious and wanting to know more. But I'm sorry, [the cake is a lie](#).

On Gender Stuff

I'm [trans non-binary](#), use [they/them](#) pronouns (or [fae/faer](#) in queer spaces) and other than that, find gender pretty boring. I'd rather talk about Star Trek vs Star Wars. You might find it confusing that I sometimes use gendered language to describe myself, but remember, gender, like language, money and nation states, is made up anyway.

It does seem like nearly everyone who's not trans has an "opinion" on us; opinions that basically boil down whether we should be [allowed to exist or not](#). So, if sometimes I'm a bit worn out or a little withdrawn, remember it's a real bummer to be the subject of such a toxic debate.

On Neurodivergence

I'm [Autistic](#) and have [ADHD](#). [Neurodivergent](#) masking is draining, I mean really really draining, so in our accepting and accommodating workplace it's great to be able to have simple things that help. Practically, these accommodations might make you a bit uncomfortable at times, but don't worry, it's not me, it's you.

If I'm finding things [over-stimulating](#) or stressful, I might be fiddling with a toy or moving in some way. Stimming like this helps focus. If it's a noisy environment I'm probably wearing earplugs or noise cancelling headphones to turn things down. Honestly, I'm not ignoring you on purpose. Maybe.

[When we're talking](#), I mostly won't be looking at you. Focusing on something inanimate (the floor, a chair, that looming sense of dread just out there in the middle distance) lets me hold onto at least one of the conversation rabbits running about in my head. And if I start to infodump, feel free to drag me back out of the rabbit hole, gently.

I find small face-to-face groups difficult. Anything more than 2-3 people is challenging. Virtual is great, or maybe that meeting should have been an email?

On Everything Else

I really appreciate **clear concise communication**. Corporate jargon buzzword filled presentations are super-duper impenetrable to me, and I will bug you after to decode it into plain English. Honestly, I think we could all benefit from a little less corporate-speak and transparency.

I very much appreciate and feel so included when I'm invited to events, but chances are I won't accept, especially if it's social team building networking peopling thing. However, and confusingly, **I love speaking gigs**. Five people in a room is so hard, but 500 is easy-peasy (and I've not done 5000 but I seem to scale linearly). So yes, I'll most def be up for speaking at your next big company thing.

Ever heard of **Prosopagnosia** (aka face-blindness)? Chances are I probably won't recognise you or remember your name if we've only met a few infrequent times. If I look a bit confused when you say "Hi!", I really appreciate a gentle reminder.

I do talk rather softly and extensively. If I'm being too quiet, or if you're more of a TLDR; kind of person, please let me know and I'll try to stay in exec summary mode.

And Finally

Thanks for making it this far. This may be the condensed edit - there's tons more that didn't make it in - but even so I appreciate it's info-dense and a lot to absorb. If you're really keen, Chloe Hayden's **[Different, Not Less \(ISBN: 9781761500169\)](#)** could have been written about me. Including the bit about Disney.

Questions are great, a curious mind is awesome so **please feel free to ask** if there's anything else you'd like to know or would like clarified. And if there's anything you'd like me to know about working with you, why not make your own FAQ? I'd love to read it.

I hope this helps us communicate and relate more effectively.

Thanks again, and great to meet you. Sorry about the cake.

Liesel

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bit.ly/working_with_liesel