

#SoAatHome | Professional Development – How to ask for what you need: Gaining confidence to speak up while navigating barriers in publishing

Tuesday 2 June 2026



1

00:00:00,000--> 00:00:01,348

-Um...

2

00:00:01,372--> 00:00:05,228

Good morning and welcome
everyone to today's event,

3

00:00:05,252--> 00:00:08,108

Professional Development –
How to ask for what you need:

4

00:00:08,132--> 00:00:11,868

Gaining confidence to speak up
while navigating barriers in publishing

5

00:00:11,892--> 00:00:13,325

with Lisa Christie.

6

00:00:13,350--> 00:00:15,228

I'm Elsa Woodmeade.

7

00:00:15,252--> 00:00:19,108

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I'm the Local Groups Manager
here at the Society of Authors.

8

00:00:19,132--> 00:00:22,348

I coordinate the
SoA's Local Groups.

9

00:00:22,372--> 00:00:24,000

There's about 50.

10

00:00:24,000--> 00:00:28,868

And help to publicize their, and
administer, their events and activities.

11

00:00:28,892--> 00:00:31,468

I also support the
wider Membership team

12

00:00:31,492--> 00:00:34,228

with ad hoc tasks
for periods of leave,

13

00:00:34,252--> 00:00:35,908

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and I'm the coordinator

14

00:00:35,932--> 00:00:39,218

for the Authors with Disabilities
and Chronic Illnesses Network,

15

00:00:39,243--> 00:00:40,988

the ADCI

16

00:00:41,012--> 00:00:42,708

you might hear it as.

17

00:00:42,732--> 00:00:44,948

So for my audio description,

18

00:00:44,972--> 00:00:47,000

I'm a white woman with short

19

00:00:47,000--> 00:00:48,588

brown hair

20

00:00:48,612--> 00:00:52,000

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wearing big headphones

with a Britney mic.

21

00:00:52,000--> 00:00:53,388

And...

22

00:00:53,412--> 00:00:56,428

I'm wearing a stripy

t-shirt and a red jumper,

23

00:00:56,452--> 00:00:58,548

and I'm on a white background

24

00:00:58,572--> 00:01:00,000

with a bit of a door in it.

25

00:01:00,000--> 00:01:01,588

Uh...

26

00:01:01,612--> 00:01:03,548

This event is part of our

27

#SoAatHome | Professional Development – How to ask for what you need: Gaining confidence to speak up while navigating barriers in publishing

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00:01:03,572--> 00:01:07,428

#SoAatHome Spring/Summer

2026 programme

28

00:01:07,452--> 00:01:08,948

and is in conjunction with our

29

00:01:08,972--> 00:01:12,068

Authors with Disabilities and
Chronic Illnesses Network.

30

00:01:12,092--> 00:01:14,508

This event is free
to SoA members,

31

00:01:14,532--> 00:01:15,788

but if you can afford to,

32

00:01:15,812--> 00:01:18,548

please consider donating
to the SoA's Access Fund,

33

00:01:18,572--> 00:01:19,988

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which provides grants to authors

34

00:01:20,012--> 00:01:23,668

so that travel, subsistence,
childcare costs and access needs

35

00:01:23,692--> 00:01:25,748

aren't barriers to
authors taking part

36

00:01:25,772--> 00:01:28,000

in events, residencies,
and retreats.

37

00:01:28,000--> 00:01:31,348

We suggest a
minimum donation of £5.

38

00:01:31,372--> 00:01:33,388

And here's the link for that,

39

00:01:33,412--> 00:01:35,000

if you'd like to.

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40

00:01:35,000--> 00:01:36,628

You can also help

the Access Fund

41

00:01:36,652--> 00:01:39,228

by making a purchase

on our virtual bookstore

42

00:01:39,252--> 00:01:41,096

on Bookshop.org,

43

00:01:41,121--> 00:01:45,000

where you can find books by writers

taking part in our events programme.

44

00:01:45,000--> 00:01:47,028

The link is coming now.

45

00:01:47,052--> 00:01:49,000

Uh, so...

46

#SoAatHome | Professional Development – How to ask for what you need: Gaining confidence to speak up while navigating barriers in publishing

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00:01:49,000--> 00:01:51,308

This session will

last 90 minutes,

47

00:01:51,332--> 00:01:54,308

including a 20 minute

Q&A at the end,

48

00:01:54,332--> 00:01:56,468

and there'll be a 5

minute comfort break

49

00:01:56,492--> 00:01:58,000

just before the Q&A.

50

00:01:58,000--> 00:02:00,068

So for our captions,

51

00:02:00,092--> 00:02:02,508

please do turn on the

closed captions option

52

00:02:02,532--> 00:02:04,468

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if you would

like live subtitles.

53

00:02:04,492--> 00:02:08,028

And today's event will

have BSL interpretation

54

00:02:08,052--> 00:02:11,000

provided by Ali Gordon

and Tracey Tyer.

55

00:02:11,000--> 00:02:14,228

The recording and the

PowerPoint slides for this event

56

00:02:14,252--> 00:02:17,148

will be available on the

SoA's website for members,

57

00:02:17,172--> 00:02:19,348

which can be accessed by

logging into the Members Area

58

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00:02:19,372--> 00:02:21,265

and going to our Resources page,

59

00:02:21,290--> 00:02:25,308

and emailed to registered
attendees shortly after,

60

00:02:25,332--> 00:02:26,748

along with the captions.

61

00:02:26,772--> 00:02:29,388

For non-members, the
recording will be available

62

00:02:29,412--> 00:02:31,331

via the SoA's Vimeo channel

63

00:02:31,356--> 00:02:33,308

which I'll just send you here...

64

00:02:34,975--> 00:02:37,781

And here is the resources
page for SoA members.

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65

00:02:37,805--> 00:02:39,548

Do check that out as well.

66

00:02:41,000--> 00:02:43,268

If you have any questions,

67

00:02:43,292--> 00:02:45,308

please do post

them in the Q&A box.

68

00:02:45,332--> 00:02:48,708

You can post them

anonymously if you prefer,

69

00:02:48,732--> 00:02:51,148

but do post your

general comments

70

00:02:51,172--> 00:02:53,000

in the chat box.

71

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00:02:53,000--> 00:02:56,000

So you can find both of those
at the bottom of your screen.

72

00:02:56,000--> 00:02:58,411

And now I'd like to now
like to hand over to... Oh!

73

00:02:58,435--> 00:03:01,668

I'd now like to hand over
to today's host, Lisa Christie,

74

00:03:01,692--> 00:03:04,388

who is a chartered
coaching psychologist

75

00:03:04,412--> 00:03:06,548

and neurodiversity specialist.

76

00:03:06,572--> 00:03:09,228

Lisa blends
psychological insights

77

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00:03:09,252--> 00:03:10,388

with practical tools

78

00:03:10,412--> 00:03:12,325

to help authors

understand their brain,

79

00:03:12,350--> 00:03:13,828

challenge limiting beliefs,

80

00:03:13,852--> 00:03:17,308

and overcome procrastination,
perfectionism, and overwhelm.

81

00:03:17,332--> 00:03:19,388

This helps them to
feel better equipped

82

00:03:19,412--> 00:03:22,228

to view themselves with
compassion and self-knowledge,

83

00:03:22,252--> 00:03:25,388

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and feel more confident in their own voice and creative process.

84

00:03:25,412--> 00:03:27,228

So now I'll hand over to Lisa.

85

00:03:27,252--> 00:03:28,385

Thanks, Lisa.

86

00:03:28,410--> 00:03:30,778

-Thank you, Elsa, and
it's such a pleasure

87

00:03:30,802--> 00:03:32,788

to be here with everyone today.

88

00:03:32,812--> 00:03:35,930

I'll just start by
sharing my slides.

89

00:03:35,955--> 00:03:36,955

Um...

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90

00:03:36,979--> 00:03:39,188

Let's just share
these on screen.

91

00:03:39,212--> 00:03:42,228

For the purpose of
my audio description,

92

00:03:42,252--> 00:03:45,148

I'm a white female
with long blonde hair.

93

00:03:45,172--> 00:03:46,584

I'm wearing a blue top

94

00:03:46,609--> 00:03:50,000

and I'm sitting in my study
surrounded by all my lovely books.

95

00:03:50,000--> 00:03:53,828

So I'm absolutely
delighted to be here today.

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96

00:03:53,852--> 00:03:55,628

I've got

97

00:03:55,652--> 00:03:57,708

over 15 years experience

98

00:03:57,732--> 00:04:01,371

of working with

neurodivergent individuals,

99

00:04:01,395--> 00:04:05,000

many of whom also have

chronic health conditions.

100

00:04:05,000--> 00:04:07,508

I work with many authors

101

00:04:07,532--> 00:04:11,185

and often people come

to me at crisis point

102

00:04:11,209--> 00:04:15,188

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where they have pushed down their needs
or pushed through or minimised their needs

103

00:04:15,212--> 00:04:17,788

for so long that they're
actually at a point of burnout

104

00:04:17,812--> 00:04:19,308

by the time they
reach out to me.

105

00:04:19,332--> 00:04:21,000

So my work is really

106

00:04:21,000--> 00:04:24,365

about giving you the
tools and the confidence

107

00:04:24,389--> 00:04:27,108

to advocate for yourself
earlier on in that process,

108

00:04:27,132--> 00:04:28,616

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so that you're
not reaching that...

109

00:04:28,641--> 00:04:30,308

that point of crisis.

110

00:04:30,332--> 00:04:31,332

Um...

111

00:04:31,333--> 00:04:32,873

Now, I've called this session

112

00:04:32,897--> 00:04:35,508

Self-Advocating with
confidence and authenticity,

113

00:04:35,532--> 00:04:38,868

and authenticity is a really
intentional word for me

114

00:04:38,892--> 00:04:43,000

because this is about understanding
your own individual experience.

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115

00:04:43,000--> 00:04:44,948

So often people,

116

00:04:44,972--> 00:04:47,148

when they talk

about self-advocacy,

117

00:04:47,172--> 00:04:50,548

think that it's just about

being more assertive.

118

00:04:50,572--> 00:04:52,748

And for some people

that may be true,

119

00:04:52,772--> 00:04:55,468

but actually the reasons

why self-advocacy

120

00:04:55,492--> 00:04:59,000

and requesting or negotiating

adjustments can feel

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121

00:04:59,000--> 00:05:03,588

so tricky is really complex and it
will be different for each one of us.

122

00:05:03,612--> 00:05:04,788

So, today,

123

00:05:04,812--> 00:05:07,148

the session is really
about understanding

124

00:05:07,172--> 00:05:09,668

individually what is
it that you find difficult

125

00:05:09,692--> 00:05:11,708

about expressing your needs

126

00:05:11,732--> 00:05:13,668

and to find a way of doing that

127

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00:05:13,692--> 00:05:16,000

which is really
authentic to you.

128

00:05:16,000--> 00:05:19,628

So, some authors come
to me and they struggle to

129

00:05:19,652--> 00:05:22,160

negotiate adjustments
because they're worried about

130

00:05:22,184--> 00:05:23,785

what somebody else might think,

131

00:05:23,809--> 00:05:25,348

or fear of rejection.

132

00:05:25,372--> 00:05:27,468

For other people, it might
be more about the fact

133

00:05:27,492--> 00:05:30,188

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that they're frustrated that they
have the needs in the first place.

134

00:05:30,212--> 00:05:32,911

Or for other people, it
might be because they've had

135

00:05:32,935--> 00:05:35,868

a really negative experience
of self-advocating in the past

136

00:05:35,892--> 00:05:38,000

and it's shaken their confidence.

137

00:05:38,000--> 00:05:40,188

So, as we move through
the session today,

138

00:05:40,212--> 00:05:42,228

I'd like you to
reflect personally

139

00:05:42,252--> 00:05:44,592

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on some of the concepts
that I share with you.

140

00:05:44,617--> 00:05:47,218

Think about what your
personal barriers are,

141

00:05:47,242--> 00:05:49,148

and then think about
how you can advocate

142

00:05:49,172--> 00:05:51,000

in a way that's authentic to you.

143

00:05:51,000--> 00:05:52,668

Towards the end of the session,

144

00:05:52,692--> 00:05:54,668

I'll be giving you some
practical strategies

145

00:05:54,692--> 00:05:56,148

and also talking about

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146

00:05:56,172--> 00:05:58,788

some of the language that
we can use to advocate.

147

00:05:58,812--> 00:06:00,988

But again, this needs
to feel authentic to you.

148

00:06:01,012--> 00:06:02,828

So I won't be giving
you stock phrases,

149

00:06:02,852--> 00:06:04,625

I'll be giving you some options

150

00:06:04,649--> 00:06:08,468

so that you can choose according
to your own most natural voice.

151

00:06:10,000--> 00:06:12,748

So, let's move into the content.

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152

00:06:14,000--> 00:06:17,868

So, I've broken the
workshop this morning

153

00:06:17,892--> 00:06:20,000

into three different parts.

154

00:06:20,000--> 00:06:22,468

So, the first part will be

155

00:06:22,492--> 00:06:25,148

really a bit of psycho-education.

156

00:06:25,172--> 00:06:28,108

So understanding the three
basic psychological needs

157

00:06:28,132--> 00:06:30,000

that we have as humans.

158

00:06:30,000--> 00:06:32,791

Then I'll be relating

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this specifically

159

00:06:32,815--> 00:06:34,908

to how these needs might relate

160

00:06:34,932--> 00:06:37,868

to the process of

advocating for our needs

161

00:06:37,892--> 00:06:40,000

or negotiating adjustments.

162

00:06:40,000--> 00:06:42,068

And then in the third section,

163

00:06:42,092--> 00:06:44,748

we'll be looking at some

really practical strategies for

164

00:06:44,772--> 00:06:46,868

self-advocating in a way that's

165

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00:06:46,892--> 00:06:50,908

affirming as well as authentic
to you as an individual.

166

00:06:52,000--> 00:06:56,000

So let's start then with our
three basic psychological needs.

167

00:06:56,000--> 00:06:58,108

So as humans,

168

00:06:58,132--> 00:07:01,668

we might be aware that we
have basic physical needs

169

00:07:01,692--> 00:07:04,948

for food, drink, sleep, shelter.

170

00:07:04,972--> 00:07:08,588

But we also have basic
psychological needs too,

171

00:07:08,612--> 00:07:11,028

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and there's three of those.

And in the same way that

172

00:07:11,052--> 00:07:13,385

if we are lacking food,

173

00:07:13,410--> 00:07:15,788

we might be distracted or

174

00:07:15,812--> 00:07:17,828

find it hard to focus.

175

00:07:17,852--> 00:07:19,908

It might be hard

to be our very best.

176

00:07:19,932--> 00:07:22,548

If one of our psychological

needs is not met,

177

00:07:22,572--> 00:07:25,000

this has the same impact too.

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178

00:07:25,000--> 00:07:28,068

So let's talk about what the
basic psychological needs are.

179

00:07:29,348--> 00:07:33,000

So the first need is the
need for competence.

180

00:07:33,000--> 00:07:36,228

And this is the need to feel

181

00:07:36,252--> 00:07:40,388

effective, skilled,
capable at the task at hand.

182

00:07:42,000--> 00:07:44,708

The second need
is one for autonomy,

183

00:07:44,732--> 00:07:50,148

which is our basic human need to feel
like we have a say in how things are done,

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184

00:07:50,172--> 00:07:53,308

so that we have free will and
we have some kind of influence

185

00:07:53,332--> 00:07:54,868

over our own destiny.

186

00:07:56,000--> 00:07:58,628

The third need is
one of relatedness,

187

00:07:58,652--> 00:08:03,428

which is the need to feel
really connected to other people.

188

00:08:03,452--> 00:08:06,068

This is more than just
getting on with people.

189

00:08:06,092--> 00:08:08,548

This is being connected
at a much deeper level

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190

00:08:08,572--> 00:08:12,000

so that we have shared
values and we feel

191

00:08:12,000--> 00:08:15,308

that people are in the same boat
as us and really understand us.

192

00:08:16,000--> 00:08:18,188

So for the purpose of the

193

00:08:18,212--> 00:08:22,285

audiovisual description, I've
presented this on screen as three circles

194

00:08:22,309--> 00:08:26,000

because I always encourage
people to think of these needs like dials.

195

00:08:26,000--> 00:08:29,308

When all of the
dials are dialled up,

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196

00:08:29,332--> 00:08:31,468

then we tend to have...

197

00:08:31,492--> 00:08:33,268

all of our needs are being met,

198

00:08:33,292--> 00:08:37,588

and we tend to have a strong
sense of psychological safety.

199

00:08:37,612--> 00:08:39,388

We can perform at our best,

200

00:08:39,412--> 00:08:43,000

we kind of feel free to
really fulfil our potential.

201

00:08:43,000--> 00:08:44,908

When something happens

202

00:08:44,932--> 00:08:48,628

or we're encountering

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somebody or a situation

203

00:08:48,652--> 00:08:51,618

which maybe undermines one
of these needs, it can make the

204

00:08:51,642--> 00:08:53,000

need dial down.

205

00:08:53,000--> 00:08:55,748

And when these
needs are dialled down,

206

00:08:55,772--> 00:08:59,868

often we'll feel maybe
a lack of motivation.

207

00:08:59,892--> 00:09:02,148

We might feel quite
uncomfortable in ourselves.

208

00:09:02,172--> 00:09:04,548

Sometimes we feel like

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we want to shy away from...

209

00:09:04,572--> 00:09:06,000

from the task at hand.

210

00:09:06,000--> 00:09:08,628

So today we'll be
talking about how

211

00:09:08,652--> 00:09:12,108

asking for reasonable
adjustments

212

00:09:12,132--> 00:09:14,148

or advocating for
our needs might

213

00:09:14,172--> 00:09:15,908

actually bring these dials down,

214

00:09:15,932--> 00:09:19,308

and then we'll be talking about ways
in which we can advocate for our needs

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215

00:09:19,332--> 00:09:22,028

in ways in which bring
these dials back up again.

216

00:09:23,433--> 00:09:26,428

So let's talk first about
the need for competence.

217

00:09:26,452--> 00:09:28,428

So again, this is
the need to feel

218

00:09:28,452--> 00:09:30,588

effective, skilled and capable.

219

00:09:32,000--> 00:09:35,548

So first of all, let's think about
why requiring adjustments

220

00:09:35,572--> 00:09:37,628

or advocating for our needs

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221

00:09:37,652--> 00:09:40,000

can make us feel less competent.

222

00:09:40,000--> 00:09:42,668

And I've put emphasis
on the word feel

223

00:09:42,692--> 00:09:45,948

because having these doesn't
make us less competent,

224

00:09:45,972--> 00:09:47,868

but it can make
us feel that way.

225

00:09:47,892--> 00:09:51,000

And there's some factors
as to why that might be true.

226

00:09:51,000--> 00:09:57,000

So the first factor might be because
of social, cultural, or family values.

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227

00:09:57,000--> 00:09:58,965

So, for instance,

228

00:09:58,989--> 00:10:02,171

some systems, some

cultures, some families

229

00:10:02,195--> 00:10:05,000

define competence as stamina.

230

00:10:05,000--> 00:10:08,388

And it might put

real value on output,

231

00:10:08,412--> 00:10:10,228

producing output at pace,

232

00:10:10,252--> 00:10:13,000

pushing through endurance.

233

00:10:13,000--> 00:10:14,428

And what this can create

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234

00:10:14,452--> 00:10:16,108

is a feeling that

235

00:10:16,132--> 00:10:19,268

if we need to

request flexibility,

236

00:10:19,292--> 00:10:23,108

or we need rest breaks, or we

need to work at a different pace,

237

00:10:23,132--> 00:10:25,228

then that can feel like

238

00:10:25,252--> 00:10:28,000

"I'm failing", "I'm

less capable",

239

00:10:28,000--> 00:10:30,108

Or "maybe I should be

able to push through."

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240

00:10:30,132--> 00:10:33,731

And I see this so much amongst
the authors that I work with

241

00:10:33,755--> 00:10:37,028

where there's this feeling like,
"oh, maybe I don't really need this,

242

00:10:37,052--> 00:10:38,348

maybe I should push through."

243

00:10:38,372--> 00:10:41,388

And that's often because
this this need for competence

244

00:10:41,412--> 00:10:43,988

is being undermined by the
system in which we're working.

245

00:10:45,000--> 00:10:48,428

Now, the second
way in which this can

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246

00:10:48,452--> 00:10:53,028

show up, and the other way in
which advocating for our needs can

247

00:10:53,052--> 00:10:58,000

bring that need for competence down
or undermine that need for competence

248

00:10:58,000--> 00:11:01,000

is around our creative identity.

249

00:11:01,000--> 00:11:05,000

So there's a couple of creative
stereotypes that can exist.

250

00:11:05,000--> 00:11:08,748

These may not be stereotypes
that you hold true for yourself,

251

00:11:08,772--> 00:11:10,948

but sometimes
culturally, or maybe with

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252

00:11:10,972--> 00:11:13,068

family or friends

that you're talking to,

253

00:11:13,092--> 00:11:14,868

they may be holding

these stereotypes

254

00:11:14,892--> 00:11:18,000

and that can affect

how we see ourselves.

255

00:11:18,000--> 00:11:21,588

So sometimes we can

hold a creative stereotype,

256

00:11:21,612--> 00:11:24,508

whether it's an author,

an artist, a musician,

257

00:11:24,532--> 00:11:29,000

where our abilities come

from being naturally talented.

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258

00:11:29,000--> 00:11:32,868

So we might feel like actually

we've got a natural ability

259

00:11:32,892--> 00:11:34,425

for writing

260

00:11:34,449--> 00:11:39,000

versus seeing that actually

writing is very hard work.

261

00:11:39,000--> 00:11:43,228

And if we're surrounded by people or

we've been told maybe as we're growing up

262

00:11:43,252--> 00:11:46,611

that we're very talented,

we're naturally gifted,

263

00:11:46,636--> 00:11:49,268

when we come across a challenge,

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264

00:11:49,292--> 00:11:52,108

or we feel like we need an
adjustment to be at our best,

265

00:11:52,132--> 00:11:55,268

then it can make us feel
like it shouldn't feel this hard.

266

00:11:55,292--> 00:11:57,508

Because if I'm
naturally talented,

267

00:11:57,532--> 00:11:59,428

why would I need
to have a rest break?

268

00:11:59,452--> 00:12:03,000

Why would I need to have
flexibility or need longer to...

269

00:12:03,000--> 00:12:05,510

to make my reviews and my edits?

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270

00:12:05,535--> 00:12:07,748

So we need to be quite cautious

271

00:12:07,772--> 00:12:10,538

about the kind of identity that
we're holding about ourselves

272

00:12:10,562--> 00:12:12,228

as a creative person.

273

00:12:14,000--> 00:12:17,628

The second way in which our
creative identity might impact

274

00:12:17,652--> 00:12:19,508

on our sense of competence

275

00:12:19,532--> 00:12:21,548

is this other stereotype

276

00:12:21,572--> 00:12:23,068

that can be held

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277

00:12:23,092--> 00:12:27,828

where sometimes endurance
and overwork is romanticised.

278

00:12:27,852--> 00:12:30,188

So sometimes there's images

279

00:12:30,212--> 00:12:34,000

of people staying up all hours
to push through, you know,

280

00:12:34,000--> 00:12:37,068

kind of working by
candlelight, if you like,

281

00:12:37,092--> 00:12:39,468

to get through these deadlines.

282

00:12:39,492--> 00:12:41,028

And what that can create

283

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00:12:41,052--> 00:12:42,908

is a feeling that,

284

00:12:42,932--> 00:12:44,388

actually,

285

00:12:44,412--> 00:12:48,000

I need to just accept that
this is part of the process.

286

00:12:48,000--> 00:12:51,548

And sometimes I come across
authors who've really pushed through,

287

00:12:51,572--> 00:12:54,708

neglected their needs, pushed
down, minimising their needs

288

00:12:54,732--> 00:12:56,588

because they
feel like, actually,

289

00:12:56,612--> 00:12:58,588

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this is just what
everyone's experiencing

290

00:12:58,612--> 00:13:03,000

and everybody else is... is kind
of experiencing the same as I am.

291

00:13:03,000--> 00:13:06,228

And actually this can
undermine our own ability

292

00:13:06,252--> 00:13:10,028

or make us shy away from
advocating for what we really need

293

00:13:10,052--> 00:13:12,000

to be able to do our best.

294

00:13:12,000--> 00:13:14,068

So it's worthwhile
thinking about

295

00:13:14,092--> 00:13:17,108

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if any of these
relate to you or if

296

00:13:17,132--> 00:13:20,548

friends and family or maybe the
publishing world in which you...

297

00:13:20,572--> 00:13:22,708

with which you're interacting,

298

00:13:22,732--> 00:13:24,908

whether any of these
factors are coming up,

299

00:13:24,932--> 00:13:29,228

where asking for adjustments is
making you feel less competent.

300

00:13:31,000--> 00:13:34,468

So let's think about this question
of identity in a little bit more detail

301

00:13:34,492--> 00:13:38,148

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and the mindset that we might
be holding about our creative work.

302

00:13:38,172--> 00:13:39,351

I say creative work,

303

00:13:39,375--> 00:13:43,148

I also see these two
types of mindset coming up

304

00:13:43,172--> 00:13:45,348

in other fields as well.

305

00:13:45,372--> 00:13:46,828

So, often,

306

00:13:46,852--> 00:13:49,988

in sport or as I
said with musicians,

307

00:13:50,012--> 00:13:52,388

I see these mindsets

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308

00:13:52,412--> 00:13:56,988

come up as well with professional
and elite players and musicians.

309

00:13:58,000--> 00:14:00,948

So there was a psychologist
called Carol Dweck

310

00:14:00,972--> 00:14:05,028

and she found that there
were two different mindsets.

311

00:14:05,052--> 00:14:08,705

Now, in reality, we probably
hold a blend of these mindsets,

312

00:14:08,729--> 00:14:11,308

but just to polarize
them for simplicity.

313

00:14:11,332--> 00:14:14,000

One mindset is a fixed mindset

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314

00:14:14,000--> 00:14:18,228

and this is where we believe that
we're born with a certain set of skills.

315

00:14:18,252--> 00:14:20,988

So going back to
that stereotype of the

316

00:14:21,012--> 00:14:23,068

naturally talented writer,

317

00:14:23,092--> 00:14:27,000

this will be a fixed mindset.
So you were born to write.

318

00:14:27,000--> 00:14:30,988

And there's a sense that
you are naturally gifted at this.

319

00:14:31,012--> 00:14:32,828

It kind of undermines
how much hard work

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320

00:14:32,852--> 00:14:35,610

goes into the writing process,

321

00:14:35,635--> 00:14:40,428

and then we can become
very wedded to our identity.

322

00:14:40,452--> 00:14:43,588

So, you might believe
yourself, "I am a writer."

323

00:14:45,000--> 00:14:48,300

And we'll talk about the impact
of these mindsets in a second.

324

00:14:49,000--> 00:14:50,988

The other mindset
that we can hold,

325

00:14:51,012--> 00:14:52,908

or that other people
might hold about us,

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326

00:14:52,932--> 00:14:55,000

is a growth mindset.

327

00:14:55,000--> 00:14:56,988

And this is where we understand

328

00:14:57,012--> 00:15:00,588

that actually we're not born

with a certain set of skills,

329

00:15:00,612--> 00:15:02,371

that we can learn skills

330

00:15:02,395--> 00:15:04,337

through experience and practice.

331

00:15:05,540--> 00:15:08,588

So hard work is really the basis

332

00:15:08,612--> 00:15:11,365

of being very

talented at something.

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333

00:15:11,389--> 00:15:13,668

It's not a natural

gift, it comes through

334

00:15:13,692--> 00:15:17,628

hard work and experimental

approaches with different techniques.

335

00:15:19,000--> 00:15:22,748

This growth mindset, rather

than feeling like "I am a writer",

336

00:15:22,772--> 00:15:26,548

there's more distance between

our work and our identity.

337

00:15:26,572--> 00:15:29,108

So we might instead

think, "I write."

338

00:15:31,000--> 00:15:33,615

So let's think about

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how these mindsets

339

00:15:33,639--> 00:15:36,308

might impact us as we

come across challenges

340

00:15:36,332--> 00:15:38,388

and how it might impact on

341

00:15:38,412--> 00:15:40,868

our desire to ask

for adjustments.

342

00:15:40,892--> 00:15:43,548

So if we hold a

very fixed mindset,

343

00:15:43,572--> 00:15:46,068

and maybe you've been told

since you were little that you were

344

00:15:46,092--> 00:15:48,503

a naturally gifted writer,

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345

00:15:48,528--> 00:15:52,885

then when we recognise that actually I
might need some different conditions now

346

00:15:52,909--> 00:15:54,788

to be able to do my best work,

347

00:15:54,812--> 00:15:57,748

if we think of
ourselves in a fixed way,

348

00:15:57,772--> 00:16:01,508

then it might make us feel like I
shouldn't need adjustments to do this.

349

00:16:03,000--> 00:16:05,668

So it might make us
question ourselves,

350

00:16:05,692--> 00:16:08,232

"maybe I'm not
so talented after all

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351

00:16:08,256--> 00:16:10,970

if I need to ask for
adjustments or if I have needs."

352

00:16:12,110--> 00:16:15,708

Or sometimes I do come across
authors that come to me and they say,

353

00:16:15,732--> 00:16:17,388

"I'm just not cut out for this.

354

00:16:17,412--> 00:16:21,068

I'm finding this so hard, I'm finding this
so much harder than everybody else."

355

00:16:21,092--> 00:16:23,000

I don't think I'm
cut out for this.

356

00:16:23,557--> 00:16:26,531

And actually, our
motivation, our self-esteem,

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357

00:16:26,555--> 00:16:28,655

our confidence can

really dip at those points.

358

00:16:28,692--> 00:16:30,188

And it might be because

359

00:16:30,212--> 00:16:32,348

ourselves or other

people are holding this

360

00:16:32,372--> 00:16:33,868

fixed mindset.

361

00:16:35,000--> 00:16:36,868

If we held a growth mindset

362

00:16:36,892--> 00:16:39,588

and other people around us

are holding a growth mindset,

363

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00:16:39,612--> 00:16:41,748

then actually we
can understand that

364

00:16:41,772--> 00:16:45,000

"I can experiment with
different ways of working."

365

00:16:45,645--> 00:16:48,908

So it's perfectly reasonable to

366

00:16:48,932--> 00:16:52,188

recognize that actually
I need to have some

367

00:16:52,212--> 00:16:55,468

rest breaks or I need to work
at a different pace or I need to

368

00:16:55,492--> 00:16:57,348

have a different way of

369

00:16:57,372--> 00:16:59,748

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structuring deadlines so
that they're more spaced out

370

00:16:59,772--> 00:17:01,445

rather than having all of my

371

00:17:01,470--> 00:17:04,000

edits and reviews all at once.

372

00:17:04,000--> 00:17:06,388

If we hold a growth mindset,

373

00:17:06,412--> 00:17:08,268

it also teaches us to recognise

374

00:17:08,292--> 00:17:10,205

that my experience is valid.

375

00:17:10,230--> 00:17:11,948

So if your body

376

00:17:11,972--> 00:17:16,108

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or your mind is telling you that I would
work better under different conditions,

377

00:17:16,132--> 00:17:18,000

we need to listen to that.

378

00:17:18,000--> 00:17:20,268

That is valuable
information for us

379

00:17:20,292--> 00:17:22,828

and that's a growth
mindset of recognizing

380

00:17:22,852--> 00:17:24,788

there's no single way of

381

00:17:24,812--> 00:17:27,018

following through
a creative process.

382

00:17:27,042--> 00:17:29,748

If you recognize

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that you have needs

383

00:17:29,772--> 00:17:31,828

and that you need

some adjustments to...

384

00:17:31,852--> 00:17:34,331

to be able to fulfil your

potential, that's valid.

385

00:17:34,356--> 00:17:35,838

It doesn't say anything about

386

00:17:35,862--> 00:17:38,748

how talented or gifted you are.

387

00:17:40,256--> 00:17:43,218

We also understand

that writing is a process

388

00:17:43,242--> 00:17:45,108

and it doesn't define

you as a person.

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389

00:17:46,000--> 00:17:48,068

So again, if you

390

00:17:48,092--> 00:17:51,268

need different reasonable

adjustments in place,

391

00:17:51,292--> 00:17:53,988

then that doesn't say

anything about your

392

00:17:54,012--> 00:17:57,000

ability as a writer or

define you as a person.

393

00:17:57,000--> 00:18:00,068

So I really encourage

you to think about

394

00:18:00,092--> 00:18:02,788

the kind of mindset that

you've been brought up to hold,

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395

00:18:02,812--> 00:18:05,068

and sometimes

school systems will

396

00:18:05,092--> 00:18:07,431

have a certain

culture that enables

397

00:18:07,455--> 00:18:10,668

students to develop a

fixed or a growth mindset.

398

00:18:10,692--> 00:18:12,471

The education system now

399

00:18:12,496--> 00:18:15,068

is getting much

more aware of this

400

00:18:15,092--> 00:18:16,388

and much more

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401

00:18:16,412--> 00:18:20,071

aware of developing that
growth mindset in their students,

402

00:18:20,095--> 00:18:21,868

but that hasn't
always been the case.

403

00:18:21,892--> 00:18:24,228

And then also think
about the people around us

404

00:18:24,252--> 00:18:25,908

and that we're interacting with.

405

00:18:25,932--> 00:18:28,503

I do work with
some authors whose

406

00:18:28,528--> 00:18:30,868

family members don't
necessarily understand

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407

00:18:30,892--> 00:18:33,685

the writing process and
how gruelling it can be,

408

00:18:33,710--> 00:18:35,348

and so that can

409

00:18:35,372--> 00:18:37,488

kind of put pressure
on that fixed mindset

410

00:18:37,513--> 00:18:40,553

rather than understanding that sometimes
we just need to be able to do things

411

00:18:40,577--> 00:18:43,152

differently to honour
our own creative process.

412

00:18:44,360--> 00:18:47,068

So let's now think about ways

413

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00:18:47,092--> 00:18:49,308

in which we can
advocate for ourselves

414

00:18:49,332--> 00:18:51,148

in a way which helps to

415

00:18:51,172--> 00:18:53,708

dial up that dial
for competence.

416

00:18:53,732--> 00:18:56,748

So in a way that
asserts our competency

417

00:18:56,772--> 00:18:59,051

rather than a way
that undermines it.

418

00:19:01,000--> 00:19:04,281

So we can reframe
adjustments that we need

419

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00:19:04,305--> 00:19:06,000

as performance enablers.

420

00:19:06,000--> 00:19:09,466

So this is very

competence enhancing.

421

00:19:09,491--> 00:19:13,548

So rather than apologizing

or feeling shameful

422

00:19:13,572--> 00:19:15,628

for the fact that we

need adjustments,

423

00:19:15,652--> 00:19:19,868

we can reframe them in

a competence-based way,

424

00:19:19,892--> 00:19:22,308

which is to say, "these

are the conditions

425

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00:19:22,332--> 00:19:25,000

under which I can
do my best work."

426

00:19:25,000--> 00:19:27,068

Or maybe for events,

427

00:19:27,092--> 00:19:29,588

if you need to have

428

00:19:29,612--> 00:19:32,108

break times or
decompression times

429

00:19:32,132--> 00:19:34,268

before or during an event,

430

00:19:34,292--> 00:19:36,348

then the way to think about this

431

00:19:36,372--> 00:19:38,548

and to articulate
this to other people

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432

00:19:38,572--> 00:19:40,871

is that this

adjustment enables me

433

00:19:40,895--> 00:19:42,795

to contribute effectively.

434

00:19:44,000--> 00:19:45,381

So, in other words, if...

435

00:19:45,405--> 00:19:47,268

if you feel like

436

00:19:47,292--> 00:19:51,828

you're worrying about asking

for or negotiating adjustments

437

00:19:51,852--> 00:19:55,908

because this might have some kind

of reflection on how competent you are,

438

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00:19:55,932--> 00:19:57,628

by using this kind of language

439

00:19:57,652--> 00:20:00,238

or even by re-framing

it in this way to yourself,

440

00:20:00,263--> 00:20:02,868

we can help to meet

our need for competence

441

00:20:02,892--> 00:20:06,826

by asking for these strategies

that will be helpful to us.

442

00:20:09,000--> 00:20:10,948

The other, um,

443

00:20:10,972--> 00:20:14,748

strategy that we can use

is a little bit more reflective.

444

00:20:14,772--> 00:20:18,000

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This is about defining
our own value system.

445

00:20:18,000--> 00:20:20,988

So it's a little bit trickier
in some ways because,

446

00:20:21,012--> 00:20:24,351

if we're operating in
a system or a culture

447

00:20:24,375--> 00:20:25,988

that really values

448

00:20:26,012--> 00:20:28,948

output and pace
and productivity,

449

00:20:28,972--> 00:20:32,268

and we recognize that we need
to work in a slightly different way,

450

00:20:32,292--> 00:20:34,708

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then we might need to
go back to our own values

451

00:20:34,732--> 00:20:37,188

and what's important to
us in order to recognise

452

00:20:37,212--> 00:20:41,000

how these adjustments that we
need can help us meet our own values.

453

00:20:41,000--> 00:20:44,000

So let me give you some
concrete examples of this.

454

00:20:44,000--> 00:20:47,108

So, imagine that you
were to be someone

455

00:20:47,132--> 00:20:49,000

who values creativity,

456

00:20:49,000--> 00:20:52,108

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then the way in
which that you could

457

00:20:52,132--> 00:20:54,588

think about asking
for adjustments

458

00:20:54,612--> 00:20:57,508

is to recognize
how this adjustment

459

00:20:57,532--> 00:21:00,770

enables you to fulfil
your value of creativity.

460

00:21:00,795--> 00:21:02,348

So this adjustment

461

00:21:02,372--> 00:21:05,948

gives me the conditions
to create original ideas.

462

00:21:05,972--> 00:21:08,628

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In other words, working

463

00:21:08,652--> 00:21:11,748

very last minute or in a rush,

464

00:21:11,772--> 00:21:14,628

this might not enable

you to value your...

465

00:21:14,652--> 00:21:18,000

Sorry, to honour your

value of creativity.

466

00:21:18,000--> 00:21:20,468

If you value progress

467

00:21:20,492--> 00:21:22,428

but you need to take breaks,

468

00:21:22,452--> 00:21:25,068

then you may reframe

this as having a break

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469

00:21:25,092--> 00:21:28,000

enables me to make
sustainable progress.

470

00:21:28,000--> 00:21:30,548

In other words, if I
don't honour my needs

471

00:21:30,572--> 00:21:33,988

and listen to what I really need and I
don't take the breaks when I need them,

472

00:21:34,012--> 00:21:35,148

actually,

473

00:21:35,172--> 00:21:37,908

I'm not going to be able to
make the progress that I could

474

00:21:37,932--> 00:21:40,192

if I put those
adjustments in place.

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475

00:21:41,172--> 00:21:43,308

It can be really hard, I know,

476

00:21:43,332--> 00:21:45,828

to work with our
own value system

477

00:21:45,852--> 00:21:47,788

if we're within a
culture or a system

478

00:21:47,812--> 00:21:49,988

where the values
are very strong.

479

00:21:50,012--> 00:21:53,268

But this is a way in which we
can help to build our own resilience

480

00:21:53,292--> 00:21:56,988

and build a way of feeling
a little bit more confident

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481

00:21:57,012--> 00:21:59,428

about asking for the
things that we need

482

00:21:59,452--> 00:22:00,771

to do our best work.

483

00:22:02,196--> 00:22:05,308

We can also use
competence-based language.

484

00:22:05,332--> 00:22:08,228

So a little bit similarly
to the first point,

485

00:22:08,252--> 00:22:09,308

um,

486

00:22:09,332--> 00:22:13,148

we can use language
to help us articulate

487

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00:22:13,172--> 00:22:15,788

the ways in which that we're
going to be able to work at our best.

488

00:22:15,812--> 00:22:18,000

So rather than
"I struggle with",

489

00:22:18,000--> 00:22:21,000

we can say "I produce
my best work when..."

490

00:22:21,000--> 00:22:25,231

And this isn't just about the effect
that we're having on the other person

491

00:22:25,255--> 00:22:27,388

and influencing their mindset.

492

00:22:27,412--> 00:22:30,508

This is also about the messages
that we're giving ourselves.

493

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00:22:30,533--> 00:22:32,455

So every time we talk,

494

00:22:32,479--> 00:22:34,428

and especially when

we talk to ourselves,

495

00:22:34,452--> 00:22:36,268

we are also listening.

496

00:22:36,292--> 00:22:40,348

So it's important that we use

these competence-based terms

497

00:22:40,372--> 00:22:43,148

in order to dial up

that competence dial

498

00:22:43,172--> 00:22:46,211

and make us feel like "I

am skilled, I am capable."

499

00:22:46,236--> 00:22:47,771

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This is the kind of mindset

500

00:22:47,795--> 00:22:50,548

that's going to help us really

flourish and be at our best.

501

00:22:51,000--> 00:22:54,000

We can also go

back to our strengths.

502

00:22:54,000--> 00:22:56,021

So if you know

that your strength

503

00:22:56,045--> 00:22:58,428

is creating very

engaging characters,

504

00:22:58,452--> 00:23:00,828

then let's think about

what are the best conditions

505

00:23:00,852--> 00:23:03,308

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you need to be able

to honour that strength.

506

00:23:03,332--> 00:23:06,428

So, "my strength is creating
engaging characters,

507

00:23:06,452--> 00:23:09,000

and I do this best when..."

508

00:23:09,000--> 00:23:13,228

Or "my strength is engaging
people at speaking engagements,

509

00:23:13,252--> 00:23:15,188

and I do this best when

510

00:23:15,212--> 00:23:17,908

maybe I've had a day
to recover from the travel,

511

00:23:17,932--> 00:23:21,308

when I've had a little bit

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of quiet time off stage or

512

00:23:21,332--> 00:23:24,000

I've had questions in

advance for a panel."

513

00:23:24,000--> 00:23:25,668

Um...

514

00:23:25,692--> 00:23:28,468

We need to really think about,

"okay, what are my values?"

515

00:23:28,492--> 00:23:31,628

What are my strengths? And

how do the adjustments that I need

516

00:23:31,652--> 00:23:33,308

align with these?"

517

00:23:36,000--> 00:23:37,268

So,

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518

00:23:37,292--> 00:23:39,268

as I've said, sometimes I know

519

00:23:39,292--> 00:23:41,908

that the act of

even self-advocating

520

00:23:41,932--> 00:23:43,788

can feel like we're

521

00:23:43,812--> 00:23:46,628

undermining that

need for competence,

522

00:23:46,652--> 00:23:49,057

but actually if we

can bear this in mind,

523

00:23:49,082--> 00:23:51,824

then we can see

that actually the act of

524

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00:23:51,849--> 00:23:53,628

advocating for our needs

525

00:23:53,652--> 00:23:56,388

can really help to meet
this need for competence.

526

00:23:56,412--> 00:23:59,268

So if we can remind ourselves

527

00:23:59,292--> 00:24:02,668

that I can communicate my
needs calmly and objectively,

528

00:24:02,692--> 00:24:05,428

and by doing this I'm
creating the conditions

529

00:24:05,452--> 00:24:07,000

I need to do my best work,

530

00:24:07,000--> 00:24:09,228

then it's giving ourselves

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531

00:24:09,252--> 00:24:11,788

a little bit of permission

532

00:24:11,812--> 00:24:14,508

and a little bit of confidence

533

00:24:14,532--> 00:24:16,268

that actually by advocating,

534

00:24:16,292--> 00:24:19,348

we are putting ourselves

in our best possible position

535

00:24:19,372--> 00:24:21,308

to fulfil our

creative potential.

536

00:24:25,000--> 00:24:28,508

So let's move on to

the need for autonomy.

537

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00:24:28,532--> 00:24:30,268

And again, if anyone
has any questions,

538

00:24:30,292--> 00:24:33,068

just pop them in
the Q&A function

539

00:24:33,092--> 00:24:35,108

and we will come
to those at the end.

540

00:24:36,646--> 00:24:38,428

So let's think about autonomy.

541

00:24:38,452--> 00:24:41,068

So just as a reminder,
autonomy is the need

542

00:24:41,092--> 00:24:43,548

to feel like we have

543

00:24:43,572--> 00:24:45,948

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a say over how things are done.

544

00:24:47,000--> 00:24:51,068

So let's think about why even requiring adjustments or asking for adjustments,

545

00:24:51,092--> 00:24:52,708

negotiating those for ourselves

546

00:24:52,732--> 00:24:54,748

can make us feel less autonomous.

547

00:24:54,772--> 00:24:58,000

Well, ultimately, when we...

548

00:24:58,000--> 00:25:00,188

when we negotiate adjustments,

549

00:25:00,212--> 00:25:02,588

essentially it requires, often,

550

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00:25:02,612--> 00:25:04,468

some kind of

permission from others,

551

00:25:04,492--> 00:25:06,468

and that can feel

very disempowering.

552

00:25:07,313--> 00:25:11,348

So sometimes the adjustment

process may involve disclosure,

553

00:25:11,372--> 00:25:14,588

it may involve a little

bit of permission seeking,

554

00:25:14,612--> 00:25:17,108

and sometimes we're depending

on other people's approval.

555

00:25:17,132--> 00:25:18,828

So we can understand, actually,

556

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00:25:18,852--> 00:25:22,000

why as a process it

can feel really quite hard.

557

00:25:22,000--> 00:25:24,628

And going back to

the point that I said

558

00:25:24,652--> 00:25:26,348

that actually asking

for adjustments

559

00:25:26,372--> 00:25:29,188

isn't just about, you

know, being more assertive,

560

00:25:29,212--> 00:25:32,268

it's actually that it can

feel quite a disempowering

561

00:25:32,292--> 00:25:33,832

experience to go through,

562

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00:25:33,856--> 00:25:36,012

and it's actually

really validating

563

00:25:36,036--> 00:25:39,000

that that's real and it

does have an impact on us.

564

00:25:39,000--> 00:25:42,025

Because sometimes

this process of having to

565

00:25:42,049--> 00:25:45,188

articulate your needs can

make you feel a bit controlled,

566

00:25:45,212--> 00:25:47,228

a little bit trapped,

or sometimes

567

00:25:47,252--> 00:25:49,868

it's very uncomfortable

feeling like you're

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568

00:25:49,892--> 00:25:52,000

feeling forced

to justify yourself.

569

00:25:52,000--> 00:25:53,708

So if you're ever thinking,

570

00:25:53,732--> 00:25:55,342

"oh, I don't know

why I struggle so much

571

00:25:55,366--> 00:25:57,908

with this process of asking for

my needs, I wish I just could",

572

00:25:57,932--> 00:25:59,610

well, this is why it's hard

573

00:25:59,635--> 00:26:01,268

Yeah, that's very valid.

574

00:26:05,000--> 00:26:07,428

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The second factor is that

575

00:26:07,452--> 00:26:11,148

you may also have some
kind of personal experience

576

00:26:11,172--> 00:26:12,948

of autonomy frustration.

577

00:26:13,852--> 00:26:15,188

So, in other words,

578

00:26:15,212--> 00:26:17,828

you may have had
previous experiences

579

00:26:17,852--> 00:26:19,268

where, um,

580

00:26:19,292--> 00:26:21,188

you might have
advocated for your needs

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581

00:26:21,212--> 00:26:24,508

or expressed that you need to
work in a slightly different way

582

00:26:24,532--> 00:26:27,000

and somebody might
not have believed you.

583

00:26:27,000--> 00:26:29,188

Or you might have
been overruled,

584

00:26:29,212--> 00:26:31,108

or you might have
felt like you've

585

00:26:31,132--> 00:26:34,148

lost control of your time,
your body, your energy.

586

00:26:34,172--> 00:26:35,828

You may have felt
like other people

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587

00:26:35,852--> 00:26:39,000

have had control over
what happens to you.

588

00:26:39,000--> 00:26:42,068

And what that can
create is a sense that

589

00:26:42,092--> 00:26:45,548

in every situation, it
might feel quite risky

590

00:26:45,572--> 00:26:50,000

or unsafe to actually ask
or advocate for your needs.

591

00:26:50,000--> 00:26:54,028

So again, if you yourself have had
that negative experience in the past,

592

00:26:54,052--> 00:26:56,148

of course it will make it feel

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593

00:26:56,172--> 00:26:58,228

potentially more risky

594

00:26:58,252--> 00:27:00,220

to advocate for your needs now.

595

00:27:00,245--> 00:27:03,536

It doesn't mean that advocating
for your needs is wrong.

596

00:27:03,561--> 00:27:07,228

It doesn't mean advocating
for your needs is unreasonable.

597

00:27:07,252--> 00:27:09,562

It just means that
there's likely to be

598

00:27:09,586--> 00:27:12,908

an added level of discomfort
for you if that's the case,

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599

00:27:12,932--> 00:27:14,924

and that's okay, that's valid.

600

00:27:17,220--> 00:27:22,076

So let's look at some autonomy-based strategies for self-advocating.

601

00:27:23,000--> 00:27:27,000

So, first of all, we need to feel empowered in the process.

602

00:27:27,000--> 00:27:31,000

So the very first step is to decide your own boundaries.

603

00:27:31,000--> 00:27:35,365

So, deciding in advance what are you happy to disclose.

604

00:27:36,198--> 00:27:39,188

Also, have a think about what are your non-negotiables.

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605

00:27:39,212--> 00:27:43,428

So what are the things that you
really, really do not want to move on?

606

00:27:43,452--> 00:27:47,068

So these are the things that actually
you need in place in order to be able to

607

00:27:47,092--> 00:27:49,000

show up at your best.

608

00:27:49,000--> 00:27:52,468

And then you can think
about are there any options.

609

00:27:52,492--> 00:27:54,068

So, are there things where,

610

00:27:54,092--> 00:27:57,703

actually, you've got more
flexibility in how things work?

611

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00:27:57,728--> 00:27:59,418

This is why the...

612

00:27:59,442--> 00:28:02,548

the rider and the, um... the...

613

00:28:02,572--> 00:28:05,480

the form that you can fill in
through the Society of Authors

614

00:28:05,504--> 00:28:07,908

is so fantastic
because it provides that

615

00:28:07,932--> 00:28:09,468

self-reflective space

616

00:28:09,492--> 00:28:13,000

to really determine, in
advance of these conversations,

617

00:28:13,000--> 00:28:16,228

what are my boundaries and

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what are my non-negotiables?

618

00:28:16,252--> 00:28:18,388

And to have those

recorded in writing

619

00:28:18,412--> 00:28:20,948

so that you can share

those with the publishers,

620

00:28:20,972--> 00:28:22,676

the editors that

you're working with.

621

00:28:22,701--> 00:28:25,388

So I'd really encourage you

to have a look at that resource

622

00:28:25,412--> 00:28:28,500

on the SoA website.

623

00:28:30,000--> 00:28:31,348

Um...

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624

00:28:31,372--> 00:28:32,788

The other thing

625

00:28:32,812--> 00:28:36,628

is that we can

communicate firmly,

626

00:28:36,652--> 00:28:39,133

but also authentically.

627

00:28:39,158--> 00:28:43,388

So, going back to that point

that I said that we're all individuals

628

00:28:43,412--> 00:28:45,748

and there's absolutely

no right or wrong way

629

00:28:45,772--> 00:28:47,988

of communicating around

630

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00:28:48,012--> 00:28:49,551

these adjustments
that we might need.

631

00:28:49,575--> 00:28:52,348

It has to come from
your authentic self.

632

00:28:52,372--> 00:28:55,708

It has to be something that you believe
in and that you feel comfortable with.

633

00:28:56,932--> 00:28:58,157

So, for some people,

634

00:28:58,182--> 00:29:00,948

they might feel comfortable in

635

00:29:00,972--> 00:29:04,148

being quite structured and
being assertive in saying,

636

00:29:04,172--> 00:29:06,000

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"I work best when..."

637

00:29:06,000--> 00:29:08,148

And that's absolutely

fine if that's how you...

638

00:29:08,172--> 00:29:10,108

how you naturally communicate.

639

00:29:10,132--> 00:29:13,908

For other people, that

structured assertive approach

640

00:29:13,932--> 00:29:15,388

doesn't feel so comfortable.

641

00:29:15,412--> 00:29:18,000

So if you prefer a more

collaborative approach,

642

00:29:18,000--> 00:29:20,308

then you can

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643

00:29:20,332--> 00:29:21,868

use words like

644

00:29:21,892--> 00:29:24,268

"I'd like to discuss how

we can work together

645

00:29:24,292--> 00:29:25,668

to both

646

00:29:25,692--> 00:29:27,308

enable us to meet your deadlines

647

00:29:27,332--> 00:29:29,908

and allow me to

participate effectively."

648

00:29:29,932--> 00:29:32,045

So what you can effectively do

649

00:29:32,069--> 00:29:34,198

is speak to your

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editor or your publisher

650

00:29:34,222--> 00:29:36,000

and think about

what their needs are,

651

00:29:36,000--> 00:29:37,726

think about what your needs are,

652

00:29:37,750--> 00:29:40,268

put them side by side,

and say how can we

653

00:29:40,292--> 00:29:44,000

work on this together to get

both of our objectives met?

654

00:29:44,000--> 00:29:48,348

Sometimes, if you haven't

advocated for yourself before

655

00:29:48,372--> 00:29:50,428

or it's something

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that you struggle with,

656

00:29:50,452--> 00:29:52,668

this slightly more

collaborative approach

657

00:29:52,692--> 00:29:55,268

can feel like a more

gentle entry point

658

00:29:55,292--> 00:29:57,148

if you feel a bit nervous about

659

00:29:57,172--> 00:30:00,000

advocating in a very strong way.

660

00:30:00,000--> 00:30:02,028

If you feel like, no, actually,

661

00:30:02,052--> 00:30:04,028

the person I'm

communicating with

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662

00:30:04,052--> 00:30:06,668

needs a slightly more

structured or stronger approach,

663

00:30:06,692--> 00:30:10,000

then you can go for that first

option of "I work best when..."

664

00:30:10,000--> 00:30:12,828

So really it's about

finding your own voice

665

00:30:12,852--> 00:30:14,161

and what you're

comfortable with.

666

00:30:16,000--> 00:30:19,228

The other point,

especially if you've had

667

00:30:19,252--> 00:30:21,268

instances in the past where

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668

00:30:21,292--> 00:30:23,588

somebody may have, um,

669

00:30:23,612--> 00:30:25,838

not believed you,

overridden your needs,

670

00:30:25,862--> 00:30:29,148

maybe questioned you or challenged

you or dismissed you in some way,

671

00:30:29,172--> 00:30:32,188

we can also spend

some time recognising

672

00:30:32,212--> 00:30:35,855

how discussing your needs

might be safe in this situation.

673

00:30:35,880--> 00:30:39,508

So what happens in our brains,

674

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00:30:39,532--> 00:30:42,148

especially when we've
had a negative experience,

675

00:30:42,172--> 00:30:44,653

is our brains create a shortcut.

676

00:30:44,678--> 00:30:46,388

It's called a heuristic

677

00:30:46,412--> 00:30:49,228

and our brains will say

678

00:30:49,252--> 00:30:51,405

"I've advocated for my needs

679

00:30:51,429--> 00:30:53,816

and I've been, um..."

680

00:30:53,841--> 00:30:57,348

I've been thwarted, I've been turned
down in some way or disbelieved",

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681

00:30:57,372--> 00:31:00,708

and your brain will apply
that shortcut to every situation.

682

00:31:00,732--> 00:31:04,000

So what it will do, it
will generalize and say

683

00:31:04,000--> 00:31:07,388

"asking for need equals risky."

684

00:31:07,412--> 00:31:11,000

"Advocating for my
need equals unsafe."

685

00:31:11,000--> 00:31:13,948

And actually, what we
need to do is challenge.

686

00:31:13,972--> 00:31:19,000

"Is this situation the same as the previous
situation when this happened to me."

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687

00:31:19,000--> 00:31:22,588

So, in other words, the people
that you're interacting with now

688

00:31:22,612--> 00:31:24,748

might be much more, um,

689

00:31:24,772--> 00:31:26,538

open and receptive.

690

00:31:26,562--> 00:31:30,228

They might be much safer
people to discuss these needs with.

691

00:31:30,252--> 00:31:32,188

They might already providing...

692

00:31:32,212--> 00:31:35,000

be providing adjustments
to other people.

693

00:31:35,000--> 00:31:37,628

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But our brains will go
into that protective mode

694

00:31:37,652--> 00:31:39,828

and it will... it will
want to feel safe.

695

00:31:39,852--> 00:31:42,962

So it might shy away from
asking for these adjustments.

696

00:31:42,986--> 00:31:46,068

So if you have had a very
negative experience in the past,

697

00:31:46,092--> 00:31:50,331

I'd always think about "how is this
situation different in a positive way."

698

00:31:50,356--> 00:31:54,348

So maybe the culture is different
with this publisher or this editor

699

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00:31:54,372--> 00:31:56,203

than one that you've
experienced before.

700

00:31:56,990--> 00:32:00,668

We can also bring our attention
to ways in which adjustments

701

00:32:00,692--> 00:32:03,000

are provided to other people.

702

00:32:03,000--> 00:32:05,068

So, you might speak
to other authors,

703

00:32:05,092--> 00:32:06,988

or you might ask, um,

704

00:32:07,012--> 00:32:09,868

editors, publishers, agents.

705

00:32:09,892--> 00:32:11,308

You might ask them

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706

00:32:11,332--> 00:32:13,508

what other adjustments
have been made before?

707

00:32:13,532--> 00:32:16,428

All of these provide
us a sense of safety

708

00:32:16,452--> 00:32:19,628

and they enable us to see
actually there is a path forward

709

00:32:19,652--> 00:32:23,245

in which... a way in which I
can advocate for my needs.

710

00:32:23,270--> 00:32:25,948

In a way that
feels... it feels safe.

711

00:32:29,000--> 00:32:31,388

So although, as I've said,

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712

00:32:31,412--> 00:32:34,548

even the act of

advocating for ourselves

713

00:32:34,572--> 00:32:37,571

can feel like it takes

away our autonomy,

714

00:32:37,595--> 00:32:40,668

because if we feel like we're waiting

for permission for someone else

715

00:32:40,692--> 00:32:42,108

for some of these adjustments,

716

00:32:42,132--> 00:32:43,668

there are ways in which

717

00:32:43,692--> 00:32:46,896

we can think about the

act of self-advocating

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718

00:32:46,921--> 00:32:49,428

as a way of asserting autonomy.

719

00:32:50,000--> 00:32:53,028

So the kind of way

that we can reframe this

720

00:32:53,052--> 00:32:57,000

is to think "I can't control

how the other person reacts,

721

00:32:57,000--> 00:32:59,108

but I can take control

722

00:32:59,132--> 00:33:03,000

of how I express what I

need to do my best work."

723

00:33:03,000--> 00:33:06,588

So we're really thinking about

what's my controllables here.

724

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00:33:06,612--> 00:33:09,628

I can really only control
how I express my needs

725

00:33:09,652--> 00:33:13,000

and then the rest is
down to some negotiation.

726

00:33:13,000--> 00:33:14,868

Whatever the outcome,

727

00:33:14,892--> 00:33:17,687

even if these, you
know, needs aren't...

728

00:33:17,711--> 00:33:19,828

the adjustments aren't put
in place for some reason,

729

00:33:19,852--> 00:33:22,828

even the process of
advocating is valuable

730

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00:33:22,852--> 00:33:25,040

because it gives you agency.

731

00:33:25,064--> 00:33:27,000

You have expressed your needs.

732

00:33:27,000--> 00:33:28,868

And actually,

733

00:33:28,892--> 00:33:30,868

even having the conversation

734

00:33:30,892--> 00:33:34,078

helps to shape a more
accessible future for all of us.

735

00:33:34,102--> 00:33:36,908

Every single conversation
that takes place

736

00:33:36,932--> 00:33:39,388

about putting in place
reasonable adjustments

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737

00:33:39,412--> 00:33:41,385

opens people's eyes

738

00:33:41,409--> 00:33:44,588

and makes it easier

for the future authors

739

00:33:44,612--> 00:33:48,000

coming through the system to

also have those adjustments in place.

740

00:33:48,000--> 00:33:52,188

So if we can see that actually we're

having a bigger impact than we think

741

00:33:52,212--> 00:33:54,228

by even having

these conversations,

742

00:33:54,252--> 00:33:56,068

it can help us to

have the confidence

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743

00:33:56,092--> 00:33:58,228

and the resilience to
take those very tricky,

744

00:33:58,252--> 00:34:02,000

or what can feel like very
tricky, conversations forwards.

745

00:34:02,000--> 00:34:04,261

And this is quite an
interesting point here

746

00:34:04,285--> 00:34:08,228

because sometimes
I'll work with clients,

747

00:34:08,252--> 00:34:10,188

whether they're
authors or otherwise,

748

00:34:10,212--> 00:34:13,788

who say actually one of

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their biggest frustrations,

749

00:34:13,812--> 00:34:15,788

it's that they haven't

advocated for themselves

750

00:34:15,812--> 00:34:17,191

because they haven't known how.

751

00:34:17,215--> 00:34:19,985

And so actually even

starting the conversation

752

00:34:20,009--> 00:34:22,428

is a big step forward

and something to feel

753

00:34:22,452--> 00:34:24,188

actually I can be

proud of the fact

754

00:34:24,212--> 00:34:25,761

that I've opened

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that conversation up.

755

00:34:25,785--> 00:34:27,947

We're paving the way for
other conversations to happen.

756

00:34:32,000--> 00:34:36,000

So now let's talk about
the need for relatedness.

757

00:34:36,000--> 00:34:37,948

And this is the need

758

00:34:37,972--> 00:34:39,708

to feel connected

759

00:34:39,732--> 00:34:43,000

to a group of
like-minded other people.

760

00:34:43,000--> 00:34:44,828

This is a very, um...

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761

00:34:44,852--> 00:34:48,000

It's a very core human need.

762

00:34:48,000--> 00:34:52,308

As cave people, evolutionary
and psychology-wise,

763

00:34:52,332--> 00:34:54,748

it was quite dangerous
to be isolated

764

00:34:54,772--> 00:34:57,148

and so we're very social beings.

765

00:34:57,172--> 00:35:00,588

We like to feel connected, we
like to feel heard and understood.

766

00:35:02,000--> 00:35:05,228

So let's think about why
requiring adjustments

767

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00:35:05,252--> 00:35:07,108

can make us feel less related

768

00:35:07,132--> 00:35:09,000

and why it can be tricky.

769

00:35:09,000--> 00:35:11,235

So, sometimes the discomfort

770

00:35:11,259--> 00:35:12,828

about asking for adjustments

771

00:35:12,852--> 00:35:16,308

can come from the fact

that it feels like, um...

772

00:35:16,332--> 00:35:19,828

we might be about to be

rejected by other people.

773

00:35:19,852--> 00:35:23,743

They might resent us or sometimes

people say, "I just feel like a burden."

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774

00:35:23,768--> 00:35:24,988

Um...

775

00:35:25,012--> 00:35:27,548

This can be exacerbated,
actually, because

776

00:35:27,572--> 00:35:31,028

people don't necessarily... other people
don't necessarily share their struggles

777

00:35:31,052--> 00:35:35,000

and they don't necessarily share the
adjustments that are happening privately.

778

00:35:35,000--> 00:35:38,508

And what this can create
is a lack of visibility of

779

00:35:38,532--> 00:35:41,108

the fact that our peers
are also negotiating.

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780

00:35:41,132--> 00:35:43,988

And this can make
it feel really isolating.

781

00:35:44,012--> 00:35:46,028

It can create the belief that

782

00:35:46,052--> 00:35:49,000

I only belong if I'm
useful and easy.

783

00:35:49,000--> 00:35:53,388

And that can be really... it can make
it really hard to actually have these

784

00:35:53,412--> 00:35:55,908

conversations about
the needs that we have.

785

00:35:55,932--> 00:35:58,263

So if you're finding it tricky
to have these conversations,

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786

00:35:58,288--> 00:35:59,345

that's very valid

787

00:35:59,370--> 00:36:01,708

because actually some of
these fears might be coming up

788

00:36:01,732--> 00:36:04,040

either consciously
or subconsciously.

789

00:36:05,146--> 00:36:08,348

We might fear
exclusion or isolation.

790

00:36:08,372--> 00:36:12,308

This might, again, have happened if
you've ever had previous experiences of

791

00:36:12,332--> 00:36:14,638

being bullied or excluded.

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792

00:36:14,662--> 00:36:18,308

If you've ever been disbelieved
or told to push through,

793

00:36:18,332--> 00:36:22,000

or if you're very accustomed
to masking for safety,

794

00:36:22,000--> 00:36:23,788

actually, then,

795

00:36:23,812--> 00:36:26,988

it can feel risky to put
ourselves out there and ask

796

00:36:27,012--> 00:36:28,828

for our needs to be met.

797

00:36:28,852--> 00:36:31,628

Sometimes people have
these feelings of shame.

798

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00:36:31,652--> 00:36:36,000

People feel like that people won't accept me if they know what's really going on.

799

00:36:36,000--> 00:36:40,668

So again, if you're finding it hard to advocate your needs, it's very valid.

800

00:36:40,692--> 00:36:42,668

Lots of people experience this.

801

00:36:42,692--> 00:36:45,028

Just because you're finding it hard

802

00:36:45,052--> 00:36:48,171

doesn't mean that your needs aren't... aren't valid, okay?

803

00:36:48,195--> 00:36:50,348

So that's a really, really important point.

804

00:36:50,372--> 00:36:52,108

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We can feel the discomfort

805

00:36:52,132--> 00:36:54,601

without invalidating

the fact that,

806

00:36:54,626--> 00:36:57,960

actually, it's the right

thing to do to be advocating.

807

00:37:00,000--> 00:37:03,708

So what are some related...

relatedness-based strategies?

808

00:37:03,732--> 00:37:06,068

So, how can we

still self-advocate

809

00:37:06,092--> 00:37:09,000

in a way that supports

our need for relatedness?

810

00:37:09,000--> 00:37:12,668

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So the first thing is to really
choose your safe people.

811

00:37:12,692--> 00:37:15,908

So again, the rider
is fantastic for this.

812

00:37:15,932--> 00:37:20,134

The disclosure form, because you can choose
who you're happy to disclose what to.

813

00:37:21,295--> 00:37:23,376

Also recognise that

814

00:37:23,400--> 00:37:25,868

sometimes people may need time

815

00:37:25,892--> 00:37:27,748

to process what you're asking,

816

00:37:27,772--> 00:37:30,151

or they may need
more information.

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817

00:37:30,176--> 00:37:34,388

Sometimes, if we
feel very worried about

818

00:37:34,412--> 00:37:36,428

negotiating adjustments

819

00:37:36,452--> 00:37:39,108

or if we feel very
worried about sharing

820

00:37:39,132--> 00:37:41,000

what needs that we have,

821

00:37:41,000--> 00:37:45,108

if somebody takes that away
and doesn't respond immediately

822

00:37:45,132--> 00:37:46,948

or if somebody

823

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00:37:46,972--> 00:37:49,268

doesn't give us a lot of
visual feedback of the fact

824

00:37:49,292--> 00:37:51,188

that they're engaging with us,

825

00:37:51,212--> 00:37:52,788

we sometimes might

826

00:37:52,812--> 00:37:56,548

interpret that as rejection
or the fact that they're...

827

00:37:56,572--> 00:37:59,108

they don't believe us, or that
they're not on board with us,

828

00:37:59,132--> 00:38:01,948

but sometimes people
feel put on the spot

829

00:38:01,972--> 00:38:04,308

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and they might need
to go away and process

830

00:38:04,332--> 00:38:06,169

or ask for more information.

831

00:38:06,975--> 00:38:09,063

So really, in those
moments when we feel

832

00:38:09,087--> 00:38:12,068

quite vulnerable, sometimes,
in advocating for our needs,

833

00:38:12,092--> 00:38:15,188

we can feel quite sensitive to
how other people are reacting to us.

834

00:38:15,212--> 00:38:17,028

So if you feel like,

835

00:38:17,052--> 00:38:19,566

"oh no,

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that hasn't gone down well",

836

00:38:19,591--> 00:38:23,068

it's not necessarily that the other person has reacted negatively.

837

00:38:23,092--> 00:38:25,148

It might be that actually they're running through

838

00:38:25,172--> 00:38:27,000

things in their mind, too.

839

00:38:27,000--> 00:38:29,148

So it can help to actually

840

00:38:29,172--> 00:38:30,988

think, um, that...

841

00:38:31,012--> 00:38:33,348

have a bit of a neutral read on that situation

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842

00:38:33,372--> 00:38:36,508

and not assume that the
other person is being negative,

843

00:38:36,532--> 00:38:39,160

and that they're taking that
away to give it some consideration.

844

00:38:40,467--> 00:38:42,908

We can also
recognise that, actually,

845

00:38:42,932--> 00:38:45,668

often once these
adjustments are in place,

846

00:38:45,692--> 00:38:48,000

it improves collaboration.

847

00:38:48,000--> 00:38:51,788

So again, a way to
reframe this ourselves

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848

00:38:51,812--> 00:38:55,948

is to think when we have the
adjustments in place that I need,

849

00:38:55,972--> 00:38:58,000

everybody meets their goals.

850

00:38:58,000--> 00:39:02,365

Often, if we're pushing down our needs
and we're not advocating for ourselves,

851

00:39:02,389--> 00:39:03,908

it's hard for anybody to meet...

852

00:39:03,932--> 00:39:07,000

for anybody to
have their goals met.

853

00:39:07,000--> 00:39:10,828

If you can be more open and
you can connect more authentically,

854

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00:39:10,852--> 00:39:14,988

then actually, probably, everybody's
going to meet their deadlines.

855

00:39:15,012--> 00:39:17,628

We're going to all find a way
in which we can communicate

856

00:39:17,652--> 00:39:19,668

and work together
most productively.

857

00:39:19,692--> 00:39:22,308

So actually, sometimes,
although it can feel difficult

858

00:39:22,332--> 00:39:24,000

to share our
needs, that actually,

859

00:39:24,000--> 00:39:27,096

that's the turning point that
really improves the collaboration.

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860

00:39:28,496--> 00:39:30,683

The other thing that I would
really encourage you to do

861

00:39:30,708--> 00:39:32,988

is connect to the
broader community.

862

00:39:33,012--> 00:39:34,108

The ADCI

863

00:39:34,132--> 00:39:36,308

is a fantastic
resource for everybody.

864

00:39:36,332--> 00:39:38,565

This is where you
can all share your

865

00:39:38,589--> 00:39:42,468

like-minded experiences just
to reduce that feeling of isolation.

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866

00:39:42,492--> 00:39:44,750

I can promise you,
you are not alone.

867

00:39:44,775--> 00:39:46,868

Some of the most

868

00:39:46,892--> 00:39:49,548

seemingly confident
people come to me

869

00:39:49,572--> 00:39:52,178

and are really, really
struggling behind the scenes.

870

00:39:52,202--> 00:39:53,908

Please don't assume

871

00:39:53,932--> 00:39:56,668

that if you need some
adjustments in place,

872

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00:39:56,692--> 00:39:59,148

that you're the only
one that needs that,

873

00:39:59,172--> 00:40:02,003

because there's lots of people that
may be struggling behind the scenes

874

00:40:02,028--> 00:40:03,066

that you don't see.

875

00:40:03,091--> 00:40:05,068

Other people also need

876

00:40:05,092--> 00:40:07,492

and are negotiating
their adjustments.

877

00:40:07,517--> 00:40:10,505

But as I said, sometimes
this happens privately.

878

00:40:10,529--> 00:40:12,828

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We're not always aware,
people aren't always sharing this,

879

00:40:12,852--> 00:40:14,668

so it can feel quite isolating.

880

00:40:14,692--> 00:40:16,348

It doesn't mean that
it's not happening.

881

00:40:16,372--> 00:40:18,000

So I'd really encourage you to...

882

00:40:18,000--> 00:40:22,308

to use the community that you
have here amongst yourselves

883

00:40:22,332--> 00:40:24,748

to really give each
other that confidence

884

00:40:24,772--> 00:40:27,028

and share those experiences

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885

00:40:27,052--> 00:40:29,748

of where things have gone
well when you've advocated

886

00:40:29,772--> 00:40:31,788

and also the ways
in which you've

887

00:40:31,812--> 00:40:35,430

adapted to any challenges
that you've come across.

888

00:40:36,471--> 00:40:38,508

A useful, um,

889

00:40:38,532--> 00:40:41,908

thing that you... kind of little
mantra that you can tell yourself

890

00:40:41,932--> 00:40:45,975

is other people understand
me and experience the same.

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891

00:40:46,000--> 00:40:47,908

Honestly, this is true.

892

00:40:47,932--> 00:40:48,932

Um...

893

00:40:48,956--> 00:40:52,628

So yeah, if you can feel a little bit more
connected to your broader community,

894

00:40:52,652--> 00:40:55,086

it will make
self-advocating easier.

895

00:40:57,000--> 00:41:01,468

So, the ADCI network
had a meeting in March,

896

00:41:01,492--> 00:41:02,988

and just to bring this

897

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00:41:03,012--> 00:41:06,468

idea of you being part
of a community to life,

898

00:41:06,492--> 00:41:08,028

this was some of the feedback

899

00:41:08,052--> 00:41:10,588

that was shared when
people were talking about

900

00:41:10,612--> 00:41:12,589

the process of
asking for adjustments.

901

00:41:12,614--> 00:41:13,868

So,

902

00:41:13,892--> 00:41:16,348

somebody said that
they can take confidence

903

00:41:16,372--> 00:41:18,268

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in knowing that they can ask

904

00:41:18,292--> 00:41:21,828

for their adjustments

via the... the rider

905

00:41:21,852--> 00:41:23,379

that, um...

906

00:41:23,403--> 00:41:26,228

that the Society of

Authors has provided,

907

00:41:26,252--> 00:41:28,348

that they can ask

this of publishers

908

00:41:28,372--> 00:41:30,000

and that the rider does work.

909

00:41:30,000--> 00:41:33,588

So you can take confidence that

some of your peers are using these forms

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910

00:41:33,612--> 00:41:35,077

and that they are effective.

911

00:41:36,000--> 00:41:39,219

Another person shared

a lovely personal story

912

00:41:39,243--> 00:41:41,628

of going to an overseas event,

913

00:41:41,652--> 00:41:45,690

and they asked for the

organisers to pay for an extra night

914

00:41:45,715--> 00:41:48,188

so that they could

have some recovery time

915

00:41:48,212--> 00:41:50,428

between travelling

and doing the event.

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916

00:41:50,452--> 00:41:53,708

So if you feel like that

would benefit you, if you're

917

00:41:53,732--> 00:41:57,428

speaking, or doing a book

signing, or if you're on a panel,

918

00:41:57,452--> 00:41:59,948

then other people are

asking for these adjustments

919

00:41:59,972--> 00:42:01,828

and they're being

successfully negotiated.

920

00:42:01,852--> 00:42:04,245

So, you can take some

confidence for the fact these

921

00:42:04,270--> 00:42:06,431

are things that are

being put in place.

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922

00:42:08,000--> 00:42:10,755

Someone... I thought this was a lovely quote that I wanted to share.

923

00:42:10,779--> 00:42:13,508

"The more times you ask, the easier it becomes to ask,

924

00:42:13,532--> 00:42:15,348

but I still find it hard."

925

00:42:15,372--> 00:42:17,228

Sometimes it does feel hard.

926

00:42:17,252--> 00:42:19,548

We've explored three different reasons

927

00:42:19,572--> 00:42:21,708

or three different psychological reasons

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928

00:42:21,732--> 00:42:23,508

why it can still feel hard.

929

00:42:23,532--> 00:42:25,000

It doesn't mean it's wrong.

930

00:42:25,000--> 00:42:27,148

This is also about practising,

931

00:42:27,172--> 00:42:30,548

about accustoming yourself
to the process of asking.

932

00:42:30,572--> 00:42:33,562

Sometimes that very first
ask will feel the hardest,

933

00:42:33,587--> 00:42:35,587

and then you'll become
a little bit more confident,

934

00:42:35,611--> 00:42:36,948

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but use your peers to

935

00:42:36,972--> 00:42:38,998

build that confidence

and experience.

936

00:42:40,000--> 00:42:41,628

This is a legal right.

937

00:42:41,652--> 00:42:44,108

You do have a legal

right to these adjustments.

938

00:42:44,132--> 00:42:45,748

It's not you being difficult.

939

00:42:45,772--> 00:42:48,868

It is a requirement for

you to do your best work.

940

00:42:50,000--> 00:42:51,228

So, um...

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941

00:42:51,252--> 00:42:53,868

if you feel like you're
starting to doubt,

942

00:42:53,892--> 00:42:55,388

"do I really need this",

943

00:42:55,412--> 00:42:57,188

then go back to the
fact that, actually,

944

00:42:57,212--> 00:42:59,588

legally you do
have a right to this.

945

00:43:01,000--> 00:43:02,228

Um...

946

00:43:02,252--> 00:43:05,548

I've shared on screen some...
the kind of details of this,

947

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00:43:05,572--> 00:43:07,390

but just to summarize,

948

00:43:07,415--> 00:43:08,948

somebody

949

00:43:08,972--> 00:43:11,628

also gave a very
specific example

950

00:43:11,652--> 00:43:14,148

of using an access
card for literary events.

951

00:43:14,172--> 00:43:15,868

It's a small card, um,

952

00:43:15,892--> 00:43:17,708

it costs £23,

953

00:43:17,732--> 00:43:21,228

and it shows pictorially
what your needs are.

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954

00:43:21,252--> 00:43:22,628

It can actually

955

00:43:22,652--> 00:43:25,305

avoid that situation

where you're having to

956

00:43:25,330--> 00:43:27,668

explain your needs

where you're having to

957

00:43:27,692--> 00:43:30,228

maybe have a long

conversation about what you need,

958

00:43:30,252--> 00:43:33,468

which can feel a little bit

vulnerable and uncomfortable.

959

00:43:33,492--> 00:43:38,000

And it can be a lovely way of

summarizing that for people.

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960

00:43:38,000--> 00:43:40,908

So somebody shared an
experience of using that

961

00:43:40,932--> 00:43:43,788

and says that that eliminates
the feeling of vulnerability

962

00:43:43,812--> 00:43:45,868

that they have and also

963

00:43:45,892--> 00:43:48,228

lifts up that weight
of having to be

964

00:43:48,252--> 00:43:51,191

constantly ready to answer
questions about your needs.

965

00:43:51,215--> 00:43:54,148

So you might want to look
into the access card too.

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966

00:43:55,000--> 00:43:57,628

So those are just some
experiences of your peers.

967

00:43:57,652--> 00:43:59,548

There's lots more
that we can share,

968

00:43:59,572--> 00:44:01,647

but do connect to other people.

969

00:44:03,267--> 00:44:06,265

So, just how self-advocacy,

970

00:44:06,289--> 00:44:08,348

even the act of
advocating for ourself,

971

00:44:08,372--> 00:44:11,000

can help meet this
psychological need.

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972

00:44:11,000--> 00:44:13,748

We might worry that
revealing our needs

973

00:44:13,772--> 00:44:16,229

will make us feel less
connected to other people.

974

00:44:17,000--> 00:44:19,540

And as I've said, this
might feel stronger for you

975

00:44:19,564--> 00:44:22,000

if you've had previous
negative experiences of

976

00:44:22,000--> 00:44:24,548

discussing your
needs and feeling

977

00:44:24,572--> 00:44:28,148

some sort of rejection
or negative reaction.

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978

00:44:28,172--> 00:44:30,148

But actually hiding our needs

979

00:44:30,172--> 00:44:33,000

often creates distance

with other people

980

00:44:33,000--> 00:44:35,028

And pushing down our needs

981

00:44:35,052--> 00:44:38,000

actually makes us feel

less connected to ourselves

982

00:44:38,000--> 00:44:40,508

Because what we do when

we don't express our needs,

983

00:44:40,532--> 00:44:42,548

we invalidate our

own experience.

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984

00:44:42,572--> 00:44:44,771

And actually that
can dial down that...

985

00:44:44,795--> 00:44:46,491

that need for relatedness too.

986

00:44:48,000--> 00:44:50,908

So I hope that all makes
sense to everybody.

987

00:44:50,932--> 00:44:53,588

Um... These three
needs, by the way,

988

00:44:53,612--> 00:44:56,676

the needs for competence,
autonomy, and relatedness,

989

00:44:56,701--> 00:44:58,796

they all relate to our motivation.

990

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00:44:58,821--> 00:45:01,428

So even outside of
advocating for needs...

991

00:45:01,452--> 00:45:05,000

advocating for reasonable
adjustment, sorry,

992

00:45:05,000--> 00:45:08,228

if there's ever a
situation in your life

993

00:45:08,252--> 00:45:09,788

where you're feeling

994

00:45:09,812--> 00:45:12,348

a bit low, a bit demotivated,

995

00:45:12,372--> 00:45:14,828

where you feel like "I
can't really shake this

996

00:45:14,852--> 00:45:17,000

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nagging feeling that
something's not quite right,"

997

00:45:17,000--> 00:45:20,468

maybe reflect on which
one of these needs

998

00:45:20,492--> 00:45:22,000

might be dulled down.

999

00:45:22,000--> 00:45:26,228

And then think about ways in which
you might be able to feel more competent,

1000

00:45:26,252--> 00:45:29,628

more autonomous, or more
related in that situation.

1001

00:45:29,652--> 00:45:31,000

So, often,

1002

00:45:31,000--> 00:45:33,868

through the creative

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process, I see this happening

1003

00:45:33,892--> 00:45:37,643

where, I don't know, some...

somebody's maybe done their first draft

1004

00:45:37,668--> 00:45:40,068

and they come to me and they

say, "oh, I'm just losing heart

1005

00:45:40,092--> 00:45:41,708

in this whole editing process."

1006

00:45:41,732--> 00:45:43,788

And we look at these three needs

1007

00:45:43,812--> 00:45:46,508

and sometimes it's because

their confidence has been shaken

1008

00:45:46,532--> 00:45:48,311

by some of the feedback

they've received.

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1009

00:45:48,336--> 00:45:51,468

Sometimes it's because
they're feeling less autonomous,

1010

00:45:51,492--> 00:45:55,308

once an editor or an
agent becomes involved.

1011

00:45:55,332--> 00:45:59,000

Or sometimes it's because they feel
a bit isolated in the editing process.

1012

00:45:59,000--> 00:46:01,428

So you can really use
this as a framework

1013

00:46:01,452--> 00:46:03,151

for any area of your life.

1014

00:46:03,175--> 00:46:05,588

So I'm hoping that that's
going to be helpful for you.

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1015

00:46:07,000--> 00:46:09,948

So, now let's use the

remaining 15 or so minutes

1016

00:46:09,972--> 00:46:12,708

to just think about

some of the practicalities.

1017

00:46:12,732--> 00:46:16,188

So how to actually advocate

in our needs in a way

1018

00:46:16,212--> 00:46:21,000

that affirms these psychological

needs that we have.

1019

00:46:21,000--> 00:46:24,908

So when we're planning for the

conversation around our needs...

1020

00:46:24,932--> 00:46:26,921

So obviously we

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have the access form,

1021

00:46:26,945--> 00:46:30,000

but sometimes you'll want to
actually discuss these needs,

1022

00:46:30,000--> 00:46:33,988

define what a good outcome
from the conversation is for yourself.

1023

00:46:34,012--> 00:46:38,000

And it's important that that
outcome is within your control.

1024

00:46:38,000--> 00:46:40,305

So remember, from
that conversation,

1025

00:46:40,329--> 00:46:42,348

you might not get
an agreement, um,

1026

00:46:42,372--> 00:46:44,428

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from that conversation itself

1027

00:46:44,452--> 00:46:46,489

about what the adjustment is.

1028

00:46:46,514--> 00:46:48,508

But a good outcome might be,

1029

00:46:48,532--> 00:46:52,000

I stated my needs

clearly and professionally.

1030

00:46:52,000--> 00:46:53,588

So if you can think

1031

00:46:53,612--> 00:46:57,068

"that's the only outcome I'm looking

for from this particular conversation",

1032

00:46:57,092--> 00:46:59,628

and you do that, then

you can walk away feeling

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1033

00:46:59,652--> 00:47:01,948

proud of yourself for

having done that regardless

1034

00:47:01,972--> 00:47:05,000

of what the actual outcome is.

1035

00:47:05,000--> 00:47:07,496

Plan what you are happy to share.

1036

00:47:07,521--> 00:47:10,000

People do not need

to know your condition

1037

00:47:10,000--> 00:47:14,000

and they only really

need to know your needs.

1038

00:47:14,000--> 00:47:15,468

Um...

1039

00:47:15,492--> 00:47:17,865

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On the SoA website,

1040

00:47:17,889--> 00:47:20,348

there's two different
versions of the rider.

1041

00:47:20,372--> 00:47:23,171

There's a social model
and there's a medical model.

1042

00:47:23,195--> 00:47:26,148

So you can choose whichever one
you feel most comfortable sharing,

1043

00:47:26,172--> 00:47:29,445

but you don't have to
disclose your condition

1044

00:47:29,470--> 00:47:31,143

if you're not
comfortable to do so.

1045

00:47:31,168--> 00:47:33,988

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Again, plan your
non-negotiables.

1046

00:47:34,012--> 00:47:35,708

So be really clear in advance

1047

00:47:35,732--> 00:47:38,000

what are the things
that you definitely need

1048

00:47:38,000--> 00:47:42,000

and decide in advance
what you can flex on.

1049

00:47:42,000--> 00:47:45,388

We can also have some
phrases in your toolkit.

1050

00:47:45,412--> 00:47:47,508

So we'll talk about
those in a second,

1051

00:47:47,532--> 00:47:49,548

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but we have also
referenced some of those.

1052

00:47:49,572--> 00:47:51,291

So, "I do my best work when..."

1053

00:47:51,315--> 00:47:54,428

Or maybe that more
collaborative approach of

1054

00:47:54,452--> 00:47:56,708

"how can we still
meet your goals

1055

00:47:56,732--> 00:47:59,468

while also enabling me
to contribute effectively?"

1056

00:47:59,975--> 00:48:04,068

So just practice a little bit of the
language, especially if this is new to you.

1057

00:48:06,000--> 00:48:07,068

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So...

1058

00:48:07,092--> 00:48:09,748

when we're thinking about
some actual adjustments,

1059

00:48:09,772--> 00:48:11,581

again, on the SoA website,

1060

00:48:11,605--> 00:48:14,108

there's a really great
document that details

1061

00:48:14,132--> 00:48:17,068

a lot of example adjustments
that you might want to consider.

1062

00:48:17,092--> 00:48:18,726

So you can have a look at those.

1063

00:48:18,751--> 00:48:21,319

But you might want to think about workflow.

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1064

00:48:21,344--> 00:48:24,868

So maybe a staggered

workflow with staggered deadlines

1065

00:48:24,892--> 00:48:26,948

rather than a very

long-term deadline,

1066

00:48:26,972--> 00:48:29,000

that might be helpful to you.

1067

00:48:29,000--> 00:48:31,148

Flexible or extended deadlines.

1068

00:48:31,172--> 00:48:32,788

If you have, um,

1069

00:48:32,812--> 00:48:36,748

maybe a health condition where

there's a high degree of variability,

1070

00:48:36,772--> 00:48:40,371

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then you might find that some
periods you can work at a certain pace

1071

00:48:40,395--> 00:48:43,228

and others you may
need more rest breaks,

1072

00:48:43,252--> 00:48:47,211

then actually that flexibility
about deadlines or extensions

1073

00:48:47,236--> 00:48:48,730

can be helpful.

1074

00:48:48,755--> 00:48:51,108

Or maybe longer review periods.

1075

00:48:51,132--> 00:48:53,873

So have a think about how you...

1076

00:48:53,897--> 00:48:56,308

how you would like
the workflow to work.

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1077

00:48:56,332--> 00:48:59,188

And then again you can
work with your publisher

1078

00:48:59,212--> 00:49:00,708

to think about how you can

1079

00:49:00,732--> 00:49:02,468

collaborate to make sure that

1080

00:49:02,492--> 00:49:05,628

you're working within
both of your parameters.

1081

00:49:07,000--> 00:49:10,000

So have a think about how
you like to communicate best.

1082

00:49:10,000--> 00:49:12,908

So think about the
format of feedback.

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1083

00:49:12,932--> 00:49:14,788

How do you like to receive that?

1084

00:49:14,812--> 00:49:16,988

Do you like written notes?

1085

00:49:17,012--> 00:49:19,000

Do you like audio?

1086

00:49:19,000--> 00:49:23,508

Would you like for in-person
meetings to be transcribed

1087

00:49:23,532--> 00:49:25,868

through Teams and Zoom?

1088

00:49:25,892--> 00:49:27,788

There's a
transcription facility.

1089

00:49:27,812--> 00:49:29,668

If you're having

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in-person meetings,

1090

00:49:29,692--> 00:49:32,228

there's lots of apps out

there that can transcribe.

1091

00:49:32,252--> 00:49:33,732

There's a really good one

1092

00:49:33,756--> 00:49:35,777

that lots of my

clients use called

1093

00:49:35,802--> 00:49:37,000

TwinMind.

1094

00:49:37,000--> 00:49:40,988

That actually is very

accurate in summarizing,

1095

00:49:41,012--> 00:49:42,748

but you might want to experiment

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1096

00:49:42,772--> 00:49:45,000

with a few different ones
that might work for you.

1097

00:49:45,000--> 00:49:47,508

Do you like to use
a screen reader

1098

00:49:47,532--> 00:49:49,868

or some sort of
assistive technology?

1099

00:49:49,892--> 00:49:51,828

And do you have any preference?

1100

00:49:51,852--> 00:49:54,000

So some people prefer

1101

00:49:54,000--> 00:49:55,588

emails.

1102

00:49:55,612--> 00:49:57,548

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Other people prefer phone

1103

00:49:57,572--> 00:49:59,988

or video calls.

1104

00:50:00,012--> 00:50:02,000

Other people like to

have their video turned off.

1105

00:50:02,000--> 00:50:06,628

All of these are

perfectly viable requests

1106

00:50:06,652--> 00:50:08,508

for how you like to communicate.

1107

00:50:08,532--> 00:50:11,828

If there's lots of demands

for in-person meetings,

1108

00:50:11,852--> 00:50:13,548

you might want to think about

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1109

00:50:13,572--> 00:50:16,908

whether you're happy to do in-person,
whether you want to travel for those.

1110

00:50:16,932--> 00:50:19,228

If not, how you could blend

1111

00:50:19,252--> 00:50:22,000

lots of different
communication preferences.

1112

00:50:22,000--> 00:50:25,000

So be really clear
about what works for you.

1113

00:50:25,000--> 00:50:27,308

Then there's a
whole logistical piece.

1114

00:50:27,332--> 00:50:29,348

So have a think about travel.

1115

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00:50:29,372--> 00:50:32,000

So how far are
you happy to travel?

1116

00:50:32,000--> 00:50:34,388

What about the
duration of that travel?

1117

00:50:34,412--> 00:50:37,000

What's feasible for
you to be at your best?

1118

00:50:37,000--> 00:50:40,508

For events, what frequency
are you happy to work at?

1119

00:50:40,532--> 00:50:42,788

What are the sort
of length of events

1120

00:50:42,812--> 00:50:44,000

that you're happy to do?

1121

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00:50:44,000--> 00:50:45,628

Um...

1122

00:50:45,652--> 00:50:47,000

Buffer time.

1123

00:50:47,000--> 00:50:51,970

So, often we might need to plan in
a bit of buffer time before an event,

1124

00:50:51,995--> 00:50:54,225

just to make sure that
we're fully resourced,

1125

00:50:54,250--> 00:50:56,428

um, physically and mentally,

1126

00:50:56,452--> 00:51:01,108

kind of rested and feeling
at our best before the event.

1127

00:51:01,132--> 00:51:04,045

So that's where that

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example of having a

1128

00:51:04,069--> 00:51:07,000

recovery day between travel.

1129

00:51:07,000--> 00:51:10,508

Also, it's really important to think about buffer time during an event.

1130

00:51:10,533--> 00:51:13,348

It can be really good to communicate this

1131

00:51:13,372--> 00:51:14,988

on the rider,

1132

00:51:15,012--> 00:51:16,012

um...

1133

00:51:16,036--> 00:51:18,628

in advance, because it means when people are

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1134

00:51:18,652--> 00:51:20,148

planning your schedule,

1135

00:51:20,172--> 00:51:23,428

if you know that you need a

little bit of time to decompress,

1136

00:51:23,452--> 00:51:26,308

then actually they can

plan that into the timings.

1137

00:51:26,332--> 00:51:28,868

So I have clients that sometimes

1138

00:51:28,892--> 00:51:30,428

have been asked to do

1139

00:51:30,452--> 00:51:33,000

maybe a book signing

and then a panel,

1140

00:51:33,000--> 00:51:36,000

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and actually doing those
back to back is very hard.

1141

00:51:36,000--> 00:51:38,948

So, physically and, you know,

1142

00:51:38,972--> 00:51:42,000

emotionally and
mentally draining.

1143

00:51:42,000--> 00:51:45,308

So actually having some
buffer time and a quiet area

1144

00:51:45,332--> 00:51:47,028

to go away and
decompress in those

1145

00:51:47,052--> 00:51:49,668

enables them to be
at their most effective

1146

00:51:49,692--> 00:51:52,028

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when they show up.

1147

00:51:52,052--> 00:51:55,000

And then maybe afterwards.

1148

00:51:55,000--> 00:51:58,628

Now this is really interesting

because this buffer time after an event

1149

00:51:58,652--> 00:52:01,788

isn't just about negotiating

this with other people,

1150

00:52:01,812--> 00:52:06,000

this is also about

recognising this in yourself too.

1151

00:52:06,000--> 00:52:08,268

So if you know that you have

1152

00:52:08,292--> 00:52:10,588

some kind of publicity event

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1153

00:52:10,612--> 00:52:11,988

or you've got a very

1154

00:52:12,012--> 00:52:14,028

intense period of editing

1155

00:52:14,052--> 00:52:16,000

or you're working

up to a deadline,

1156

00:52:16,000--> 00:52:20,348

plan some buffer time in yourself

afterwards if that's what you need.

1157

00:52:20,372--> 00:52:23,268

So make sure that you're not

coming straight off the back of a

1158

00:52:23,292--> 00:52:27,000

speaking event into some

very intense work period.

1159

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00:52:27,000--> 00:52:30,388

So there will be ways in which
we can manage this ourselves,

1160

00:52:30,412--> 00:52:32,308

not just through
asking permission

1161

00:52:32,332--> 00:52:34,390

to other people--
from other people.

1162

00:52:34,415--> 00:52:36,508

And then there's
accessibility needs.

1163

00:52:36,532--> 00:52:39,988

If you have any physical
accessibility needs

1164

00:52:40,012--> 00:52:42,588

where you need to
be seated, the lighting,

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1165

00:52:42,612--> 00:52:44,468

ramps for access,

1166

00:52:44,492--> 00:52:48,268

if you'd prefer certain

distance from audience,

1167

00:52:48,292--> 00:52:50,000

um, if you...

1168

00:52:50,000--> 00:52:52,541

need masks, all of these things.

1169

00:52:52,565--> 00:52:54,668

They can all be

incorporated into a form,

1170

00:52:54,692--> 00:52:56,988

and these are all things

that are perfectly reasonable

1171

00:52:57,012--> 00:52:59,508

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for you to negotiate on.

1172

00:53:01,460--> 00:53:04,660

So then let's talk about

having the actual conversation.

1173

00:53:04,685--> 00:53:06,188

So,

1174

00:53:06,212--> 00:53:08,468

going back to that

competency-based language,

1175

00:53:08,492--> 00:53:09,908

you can say what you can do

1176

00:53:09,932--> 00:53:12,388

with some suggested solutions.

1177

00:53:12,412--> 00:53:15,388

Some people like to

use the words "I don't."

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1178

00:53:15,412--> 00:53:18,228

Other people like to
use the words "I can't."

1179

00:53:18,252--> 00:53:20,948

Again, this is about
finding your authentic voice.

1180

00:53:20,972--> 00:53:23,000

There's no right or wrong way.

1181

00:53:23,000--> 00:53:24,988

So use as you see fit.

1182

00:53:25,012--> 00:53:27,708

And sometimes, if you're
feeling a lot of pushback,

1183

00:53:27,732--> 00:53:31,068

you might move to one
of these, "I don't", "I can't",

1184

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00:53:31,092--> 00:53:32,788

slightly more assertive terms.

1185

00:53:32,812--> 00:53:35,228

So just read the situation,

1186

00:53:35,252--> 00:53:37,548

decide what feels

most authentic to you.

1187

00:53:37,572--> 00:53:39,588

And again, we have

this dual outcomes.

1188

00:53:39,612--> 00:53:41,068

How can we still

1189

00:53:41,092--> 00:53:42,508

meet your deadlines

1190

00:53:42,532--> 00:53:45,588

while also enabling me

to contribute effectively?

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1191

00:53:49,000--> 00:53:51,268

Nuance is a really
interesting one.

1192

00:53:51,292--> 00:53:53,588

When you have the conversation,

1193

00:53:53,612--> 00:53:57,628

often it's really helpful to explain
the nuance of your condition.

1194

00:53:57,652--> 00:53:58,788

So,

1195

00:53:58,812--> 00:54:02,388

you might want to explain if
there's any constant symptoms

1196

00:54:02,412--> 00:54:06,000

versus ones that are a little bit
more variable, that come and go.

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1197

00:54:06,000--> 00:54:10,000

So you might want to
explain that during a flare-up

1198

00:54:10,000--> 00:54:12,108

"X might intensify,

1199

00:54:12,132--> 00:54:14,000

this means that..."

1200

00:54:14,000--> 00:54:18,108

It's perfectly reasonable to
communicate that, actually,

1201

00:54:18,132--> 00:54:20,828

on Sundays you can work
differently than on others.

1202

00:54:20,852--> 00:54:23,628

Some people use "on a
good day on a bad day",

1203

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00:54:23,652--> 00:54:25,365

other people don't

like that language.

1204

00:54:25,389--> 00:54:29,388

It's completely up to you. Again, find what feels authentic and comfortable.

1205

00:54:30,000--> 00:54:32,868

You can also explain that variability

1206

00:54:32,892--> 00:54:34,388

is part of the condition,

1207

00:54:34,412--> 00:54:37,000

and that is why the adjustments are required.

1208

00:54:37,000--> 00:54:39,668

So, just because I can

1209

00:54:39,692--> 00:54:41,788

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manage this on a certain day

1210

00:54:41,812--> 00:54:43,287

doesn't necessarily

mean that this is

1211

00:54:43,311--> 00:54:45,388

something that's always

going to be feasible for me,

1212

00:54:45,412--> 00:54:47,188

which is why the

rider's in place,

1213

00:54:47,212--> 00:54:49,499

just so that we're all

clear on the expectations.

1214

00:54:49,524--> 00:54:51,708

And also to recognise

1215

00:54:51,732--> 00:54:55,000

that the rider is

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a live document.

1216

00:54:55,000--> 00:54:56,948

So actually,

1217

00:54:56,972--> 00:54:58,382

you can update this.

1218

00:54:58,406--> 00:55:00,668

So as things change for you,

1219

00:55:00,692--> 00:55:02,588

then it's not set in stone.

1220

00:55:02,612--> 00:55:04,895

You can make adjustments

and share those.

1221

00:55:04,920--> 00:55:07,840

But it just saves you having to have

the conversation with multiple people

1222

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00:55:07,864--> 00:55:10,394

if it's all recorded

in one place.

1223

00:55:11,944--> 00:55:13,000

Um...

1224

00:55:13,000--> 00:55:16,268

Again, be authentic when
you're having the conversation.

1225

00:55:16,292--> 00:55:17,588

I know it's hard.

1226

00:55:17,612--> 00:55:19,708

I know when we're
nervous, then we can feel

1227

00:55:19,732--> 00:55:22,748

a little bit more rigid in
how we're communicating,

1228

00:55:22,772--> 00:55:24,000

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but hopefully

1229

00:55:24,000--> 00:55:25,588

I've given you some tools

1230

00:55:25,612--> 00:55:28,148

to feel a little bit

more psychologically

1231

00:55:28,172--> 00:55:31,000

strong and confident in

1232

00:55:31,000--> 00:55:33,148

the ability to have

these conversations.

1233

00:55:33,172--> 00:55:36,398

But take either a structured

or a collaborative approach.

1234

00:55:36,422--> 00:55:39,468

As I said, the riders

are live document.

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1235

00:55:39,492--> 00:55:42,228

A really top tip

is this final one

1236

00:55:42,252--> 00:55:45,228

of agreeing check-ins in advance

1237

00:55:45,252--> 00:55:47,498

to see how it's working for you both

1238

00:55:47,523--> 00:55:50,788

So imagine you start off,

you agree this... this rider

1239

00:55:50,812--> 00:55:52,828

with your editor,

your publisher,

1240

00:55:52,852--> 00:55:54,523

your agent.

1241

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00:55:54,548--> 00:55:57,451

It's a good idea to

say, "why don't we

1242

00:55:57,475--> 00:56:02,188

pop something in the diary for maybe a
month, six weeks time, couple of months

1243

00:56:02,212--> 00:56:04,383

just to review how
things are going."

1244

00:56:04,408--> 00:56:06,477

What this does

1245

00:56:06,502--> 00:56:09,428

is means that we're
opening the door

1246

00:56:09,452--> 00:56:13,548

for us to make some changes,

1247

00:56:13,572--> 00:56:15,348

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to get their feedback.

1248

00:56:15,372--> 00:56:16,868

If we don't do this,

1249

00:56:16,892--> 00:56:18,468

what can sometimes happen

1250

00:56:18,492--> 00:56:21,028

is if things aren't

going quite to plan,

1251

00:56:21,052--> 00:56:23,068

it can feel quite difficult

1252

00:56:23,092--> 00:56:25,763

to ask for that review

because it can feel like we're

1253

00:56:25,788--> 00:56:28,668

criticising or we're

bringing up something

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1254

00:56:28,692--> 00:56:30,588

that's a very
difficult conversation.

1255

00:56:30,612--> 00:56:32,588

If we've already
agreed the check-ins,

1256

00:56:32,612--> 00:56:34,468

then it makes it
much more neutral

1257

00:56:34,492--> 00:56:36,068

and it enables us to...

1258

00:56:36,092--> 00:56:41,148

to open up those conversations
in a much less critical way.

1259

00:56:43,000--> 00:56:44,588

After the conversation.

1260

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00:56:44,612--> 00:56:47,581

So whatever adjustments
have been agreed,

1261

00:56:47,605--> 00:56:49,628

then agree those in writing.

1262

00:56:49,652--> 00:56:51,908

You might want to
send those by email,

1263

00:56:51,932--> 00:56:54,438

but you can update the rider
and you can share those back.

1264

00:56:54,462--> 00:56:58,000

So there's a nice
centralized record of that.

1265

00:56:58,000--> 00:57:00,028

Rumination often comes up.

1266

00:57:00,052--> 00:57:03,000

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So people often come
to me and they say

1267

00:57:03,000--> 00:57:04,668

"I've had this conversation.

1268

00:57:04,692--> 00:57:06,468

I'm really pleased I've
had the conversation.

1269

00:57:06,492--> 00:57:08,108

And now I'm worrying about it."

1270

00:57:08,132--> 00:57:11,948

Because actually, if we haven't
advocated for our needs before

1271

00:57:11,972--> 00:57:14,428

or we don't feel
comfortable doing it,

1272

00:57:14,452--> 00:57:17,588

actually afterwards we can start

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worrying about how that's gone

1273

00:57:17,612--> 00:57:19,491

and it can feel a little bit...

1274

00:57:19,516--> 00:57:22,000

can feel a bit

discombobulated afterwards.

1275

00:57:22,000--> 00:57:25,268

This is why it's really good to go

back to what that desired outcome

1276

00:57:25,292--> 00:57:27,000

of the meeting was.

1277

00:57:27,000--> 00:57:29,468

So, if you have already

1278

00:57:29,492--> 00:57:33,428

said to yourself that my desired outcome

for the meeting is for me to clearly and

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1279

00:57:33,452--> 00:57:36,268

calmly articulate my
needs, and you did that,

1280

00:57:36,292--> 00:57:40,068

if you feel yourself ruminating,
go back and think, "no,

1281

00:57:40,092--> 00:57:42,308

that was my desired
outcome and I achieved it,

1282

00:57:42,332--> 00:57:43,938

I can feel good about that."

1283

00:57:45,000--> 00:57:46,588

Also recognise

1284

00:57:46,612--> 00:57:49,028

that our brains
will fill in the gaps

1285

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00:57:49,052--> 00:57:52,000

with worst-case scenarios.

1286

00:57:52,000--> 00:57:54,788

So, if we've been unsure about

1287

00:57:54,812--> 00:57:57,228

how the other person's responded

1288

00:57:57,252--> 00:57:59,748

or if we're not sure

how we came across,

1289

00:57:59,772--> 00:58:03,000

our brain will probably jump to

the worst possible conclusion.

1290

00:58:03,000--> 00:58:06,348

This is a safety, it's a

protective mechanism

1291

00:58:06,372--> 00:58:08,000

that our brains do.

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1292

00:58:08,000--> 00:58:11,348

So just recognise that if
we start to catastrophise

1293

00:58:11,372--> 00:58:13,548

or really think very negatively,

1294

00:58:13,572--> 00:58:16,788

just recognise, actually, maybe
my brain's filling in with negative

1295

00:58:16,812--> 00:58:17,948

conclusions here.

1296

00:58:17,972--> 00:58:19,665

It might be much more neutral

1297

00:58:19,689--> 00:58:22,000

or even more
positive than I thought.

1298

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00:58:22,000--> 00:58:24,871

Also, recognize that if
you're feeling uncomfortable

1299

00:58:24,895--> 00:58:26,708

about having advocated
for your needs,

1300

00:58:26,732--> 00:58:29,716

that's okay. It doesn't
mean it's wrong.

1301

00:58:29,741--> 00:58:31,628

It doesn't mean you've
done the wrong thing.

1302

00:58:31,652--> 00:58:33,748

You've done the right
thing by advocating.

1303

00:58:35,000--> 00:58:37,708

If you need to
renegotiate your needs,

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1304

00:58:37,732--> 00:58:39,388

then refer back to the rider

1305

00:58:39,412--> 00:58:42,000

and summarize what

is and isn't happening.

1306

00:58:42,000--> 00:58:45,456

So the key here is

often to be very balanced.

1307

00:58:45,481--> 00:58:48,810

So for it not to

feel like a criticism,

1308

00:58:48,835--> 00:58:51,755

we can say, "look, this has been

great, this has been really working well,

1309

00:58:51,779--> 00:58:56,000

and because of this, I've been

able to really contribute to my best.

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1310

00:58:56,000--> 00:58:58,268

This agreed adjustment

1311

00:58:58,292--> 00:58:59,948

isn't working quite
as we thought.

1312

00:58:59,972--> 00:59:02,548

Let's have a check-in
to see what we can do."

1313

00:59:02,572--> 00:59:05,988

And be really specific
about what needs to change.

1314

00:59:09,000--> 00:59:12,028

So I just thought we'd spend a
couple of minutes just thinking about

1315

00:59:12,052--> 00:59:14,228

what to do when
things don't go to plan.

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1316

00:59:14,252--> 00:59:15,748

So imagine you arrive

1317

00:59:15,772--> 00:59:17,708

and you've had

this rider in place

1318

00:59:17,732--> 00:59:20,000

and you think it's

all set in stone,

1319

00:59:20,000--> 00:59:23,000

and then no measures

have been taken.

1320

00:59:23,000--> 00:59:24,868

That can really feel quite hard,

1321

00:59:24,892--> 00:59:26,988

especially if it's

a speaking event

1322

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00:59:27,012--> 00:59:30,000

and you might feel a little bit nervous about the event itself.

1323

00:59:30,000--> 00:59:33,468

We need to give ourselves a little bit of time to respond.

1324

00:59:33,492--> 00:59:37,490

So just take a beat, take a step back, just have a pause.

1325

00:59:37,515--> 00:59:40,428

Remind yourself that you do have the right to ask.

1326

00:59:40,452--> 00:59:45,000

If you've agreed for these adjustments to be in place and they haven't been,

1327

00:59:45,000--> 00:59:48,148

remind yourself that actually this is your right.

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1328

00:59:48,172--> 00:59:51,228

Sometimes the tendency in those moments is to dismiss them.

1329

00:59:51,252--> 00:59:55,268

If you feel like actually asking for these needs at the minute is too much

1330

00:59:55,292--> 00:59:58,788

because I just need to focus on the panel, the speaking event,

1331

00:59:58,812--> 01:00:01,388

or engaging with people, then that's fine.

1332

01:00:01,412--> 01:00:03,828

But it's important to go back

1333

01:00:03,852--> 01:00:05,708

and review afterwards.

1334

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01:00:07,000--> 01:00:10,148

Remember, if you do choose to
advocate for yourself in that moment,

1335

01:00:10,172--> 01:00:12,510

you cannot control
how they respond.

1336

01:00:12,535--> 01:00:14,308

You can control how

1337

01:00:14,332--> 01:00:16,628

the fact that you have
asked and how you ask,

1338

01:00:16,652--> 01:00:18,324

but you can't control
how they respond.

1339

01:00:18,348--> 01:00:20,668

That can just be a good
little reminder for ourselves.

1340

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01:00:20,692--> 01:00:23,748

And again, be clear on
any of your non-negotiables.

1341

01:00:23,772--> 01:00:27,000

I know this is hard when
you're on the spot in the moment,

1342

01:00:27,000--> 01:00:29,868

but it's about
striking that balance

1343

01:00:29,892--> 01:00:33,308

as to, you know, if you feel like this
is actually a really non-negotiable,

1344

01:00:33,332--> 01:00:35,918

then it's within your
right to ask for that.

1345

01:00:37,000--> 01:00:41,388

It can be helpful... When you take
that step back and you just pause,

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1346

01:00:41,412--> 01:00:44,348

it can be helpful to think
about a scale of options.

1347

01:00:44,372--> 01:00:45,868

So you could think,

1348

01:00:45,892--> 01:00:47,948

right, okay, let's
be realistic here.

1349

01:00:47,972--> 01:00:50,000

What's the best case?

1350

01:00:50,000--> 01:00:53,108

What's the worst case? So
the worst case might be we

1351

01:00:53,132--> 01:00:54,668

don't put any
adjustments in place.

1352

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01:00:54,692--> 01:00:57,028

The best case is
that I could do XYZ.

1353

01:00:57,052--> 01:00:58,818

And then you
could think what's...

1354

01:00:58,842--> 01:01:00,628

You could share
that with the organizer

1355

01:01:00,652--> 01:01:04,115

and you could think what's the most
realistic thing that I can negotiate here?

1356

01:01:05,203--> 01:01:06,530

Um...

1357

01:01:06,554--> 01:01:08,228

This is a great life
hack, by the way.

1358

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01:01:08,252--> 01:01:09,668

Not just for now

1359

01:01:09,692--> 01:01:12,975

and advocating for

ourselves, but just generally.

1360

01:01:13,000--> 01:01:16,000

It's really good to avoid

the question "why?"

1361

01:01:16,000--> 01:01:19,228

Sometimes when things

have gone wrong specifically,

1362

01:01:19,252--> 01:01:22,000

asking the question "why"

can feel a little bit critical.

1363

01:01:22,000--> 01:01:23,468

Um...

1364

01:01:23,492--> 01:01:26,668

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And also it puts emphasis
on having an answer.

1365

01:01:26,692--> 01:01:29,068

So if we say, you know "why
hasn't this been put in place?"

1366

01:01:29,092--> 01:01:31,388

Someone will probably
say, "I don't know",

1367

01:01:31,412--> 01:01:34,000

and then the conversation
can't really go anywhere.

1368

01:01:34,000--> 01:01:36,828

So let's try and lead
with how or what.

1369

01:01:36,852--> 01:01:39,468

So how can we make
this work so that...?"

1370

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01:01:39,492--> 01:01:42,000

Or "what can be done?"

1371

01:01:42,000--> 01:01:44,508

So, again, if you're
reviewing afterwards

1372

01:01:44,532--> 01:01:47,788

as to the reasons that
these adjustments haven't

1373

01:01:47,812--> 01:01:49,000

been put in place,

1374

01:01:49,000--> 01:01:51,111

then actually, if we
avoid the question why

1375

01:01:51,135--> 01:01:53,788

and say, "how could we do
things differently next time?"

1376

01:01:53,812--> 01:01:55,788

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"What else could we consider?"

1377

01:01:55,812--> 01:02:00,000

It gets away from that slightly
critical tone that "why might bring up.

1378

01:02:00,000--> 01:02:01,788

So, after the event,

1379

01:02:01,812--> 01:02:05,348

if things haven't been put in place,
it is really important to follow up.

1380

01:02:05,372--> 01:02:07,508

This means that we
retain the empowerment,

1381

01:02:07,532--> 01:02:11,000

but it does relieve the pressure
for us to respond in that moment.

1382

01:02:11,000--> 01:02:13,708

So if in the moment

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you think actually

1383

01:02:13,732--> 01:02:15,748

I'm going to revisit

this afterwards,

1384

01:02:15,772--> 01:02:18,388

we're still retaining

that need for autonomy,

1385

01:02:18,412--> 01:02:21,028

but we're taking the pressure

off ourselves to have that

1386

01:02:21,052--> 01:02:23,292

potentially quite difficult

conversation if you feel like

1387

01:02:23,316--> 01:02:27,000

you just need to focus on the task

at hand of the speaking engagement.

1388

01:02:27,000--> 01:02:30,225

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So I'm hoping that's a
very practical approach

1389

01:02:30,249--> 01:02:32,000

for you to take.

1390

01:02:32,000--> 01:02:36,000

So, just some final
thoughts to... to wrap up then.

1391

01:02:36,000--> 01:02:37,708

It's very natural

1392

01:02:37,732--> 01:02:40,308

for advocating for ourselves

1393

01:02:40,332--> 01:02:42,000

to feel uncomfortable.

1394

01:02:42,000--> 01:02:44,588

And we can almost expect
that it might feel that way,

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1395

01:02:44,612--> 01:02:46,788

especially at first, but

we need to recognize

1396

01:02:46,812--> 01:02:48,748

the discomfort for what it is.

1397

01:02:48,772--> 01:02:51,348

It's not because your

needs are unreasonable.

1398

01:02:51,372--> 01:02:53,828

It's because the

act of advocating

1399

01:02:53,852--> 01:02:56,668

might breach one of

your psychological needs,

1400

01:02:56,692--> 01:02:59,000

and that's okay.

1401

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01:02:59,000--> 01:03:02,748

We can then choose a
way to advocate for yourself

1402

01:03:02,772--> 01:03:05,108

in a way which meets
your psychological needs,

1403

01:03:05,132--> 01:03:06,868

so still enables you to feel

1404

01:03:06,892--> 01:03:09,708

competent,
autonomous, and related,

1405

01:03:09,732--> 01:03:12,438

but in a way that
feels authentic to you.

1406

01:03:14,273--> 01:03:15,468

And remember,

1407

01:03:15,492--> 01:03:17,868

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adjustments are not the
opposite of excellence.

1408

01:03:17,892--> 01:03:20,468

They might just
be the conditions

1409

01:03:20,492--> 01:03:22,908

that make your
excellence possible.

1410

01:03:24,361--> 01:03:26,975

So, thank you so much

1411

01:03:27,000--> 01:03:30,028

for taking part today
and for listening.

1412

01:03:30,052--> 01:03:34,828

That's my website and my
Instagram and Facebook handle

1413

01:03:34,852--> 01:03:37,908

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if any of you want to
connect there, or on LinkedIn.

1414

01:03:37,932--> 01:03:40,388

I'm really excited

1415

01:03:40,412--> 01:03:42,188

to hear your questions,

1416

01:03:42,212--> 01:03:45,524

but that's the end of the
official content section.

1417

01:03:45,549--> 01:03:48,828

So I'll stop sharing now, Elsa,
and I'll hand back over to you.

1418

01:03:50,000--> 01:03:54,000

-Congratulations,
that was very lovely

1419

01:03:54,000--> 01:03:55,548

and interesting.

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1420

01:03:55,572--> 01:03:58,908

So we're just going to have a
five minute comfort break now.

1421

01:03:58,932--> 01:04:03,068

So go off, get yourself a
drink, anything like that,

1422

01:04:03,092--> 01:04:05,428

and then we'll return
for a 20 minute Q&A.

1423

01:04:05,452--> 01:04:07,988

So do put any
questions you may have

1424

01:04:08,012--> 01:04:11,000

in the chat box labelled
"Q&A" at the bottom.

1425

01:04:11,000--> 01:04:13,000

See you in a bit!

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1426

01:04:14,612--> 01:04:17,831

Oh, and all speakers
can turn off their, uh,

1427

01:04:17,855--> 01:04:20,628

sound and video
during this break.

1428

01:04:30,000--> 01:04:31,788

Brilliant.

1429

01:04:33,000--> 01:04:35,068

Great. Hello everyone, again.

1430

01:04:35,092--> 01:04:37,108

So we've had

1431

01:04:37,132--> 01:04:39,428

some questions come in already.

1432

01:04:39,452--> 01:04:40,468

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Um...

1433

01:04:40,492--> 01:04:42,388

The first one from Judith,

1434

01:04:42,412--> 01:04:45,788

"would it be a good idea to have
a meeting with editors, etcetera,

1435

01:04:45,812--> 01:04:47,988

and go through the
accessibility rider?

1436

01:04:48,012--> 01:04:49,148

In my day job,

1437

01:04:49,172--> 01:04:51,428

my rider has often
been misinterpreted

1438

01:04:51,452--> 01:04:54,388

or needs ignored just because
they don't understand fully,

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1439

01:04:54,412--> 01:04:57,291

despite my best efforts to
make it simple and readable."

1440

01:04:57,316--> 01:04:59,468

-Yeah, I think, um...

1441

01:04:59,492--> 01:05:02,748

that's a great idea because going
back to that question of nuance,

1442

01:05:02,772--> 01:05:08,000

that really gives you
the ability to articulate

1443

01:05:08,000--> 01:05:10,268

Some of the grey areas
around your condition

1444

01:05:10,292--> 01:05:13,508

and your needs in a way that just
putting it down in writing doesn't.

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1445

01:05:13,532--> 01:05:15,668

It also enables them to

1446

01:05:15,692--> 01:05:19,308

ask any questions so that you
can address those in real time.

1447

01:05:19,332--> 01:05:20,418

Um...

1448

01:05:20,442--> 01:05:22,468

A really helpful question

1449

01:05:22,492--> 01:05:26,988

that you can ask when
it comes to advocating

1450

01:05:27,012--> 01:05:28,268

is to ask them

1451

01:05:28,292--> 01:05:30,634

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"is there anything that
might get in the way

1452

01:05:30,658--> 01:05:33,000

of these adjustments
being put in place?"

1453

01:05:33,000--> 01:05:35,628

It hands the
responsibility back to them

1454

01:05:35,652--> 01:05:36,748

to think about

1455

01:05:36,772--> 01:05:39,228

what the obstacles
might be and to anticipate

1456

01:05:39,252--> 01:05:42,348

if there's anything that might,
you know, if there's any barriers.

1457

01:05:42,372--> 01:05:44,988

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And it will actually

make them stop and think

1458

01:05:45,012--> 01:05:49,668

about, oh, actually, is this

reasonable or is this feasible?

1459

01:05:49,692--> 01:05:52,748

And you'll get, in real

time, a very good read

1460

01:05:52,772--> 01:05:57,148

and will enable you to work

through a solution collaboratively.

1461

01:05:57,172--> 01:05:59,588

So asking a

question like that...

1462

01:05:59,612--> 01:06:01,708

Firstly, it buys you

a little bit of time to

1463

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01:06:01,732--> 01:06:03,548

process how they're

responding to you,

1464

01:06:03,572--> 01:06:07,348

but it also, as I say, it hands a

little bit of ownership to them too.

1465

01:06:09,000--> 01:06:11,348

-That's fantastic. Thank you.

1466

01:06:11,372--> 01:06:13,508

So the next question,

1467

01:06:13,532--> 01:06:15,348

which is a few questions.

1468

01:06:15,372--> 01:06:18,588

So we'll go through them

one by one. "Do you have any

1469

01:06:18,612--> 01:06:20,875

tips on when to

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start discussing?"

1470

01:06:20,900--> 01:06:22,330

Oh, no, sorry,
they are together.

1471

01:06:22,355--> 01:06:25,000

"Do you have any tips on
when to start discussing access

1472

01:06:25,000--> 01:06:29,000

when you first meet an agent
to discuss representation?

1473

01:06:29,000--> 01:06:32,948

And who do you feel we
should be discussing this with

1474

01:06:32,972--> 01:06:35,258

to get the most out of your
publishing experience?"

1475

01:06:35,283--> 01:06:36,283

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-Okay.

1476

01:06:36,307--> 01:06:39,348

Um... There's not really a
right or wrong answer, I'm afraid,

1477

01:06:39,372--> 01:06:43,348

to... when you should. It really
depends how comfortable you feel.

1478

01:06:43,372--> 01:06:46,188

I mean, the textbook
answer is as early as possible,

1479

01:06:46,212--> 01:06:49,468

but it really depends how safe
you feel with the other person,

1480

01:06:49,492--> 01:06:51,748

how comfortable you
feel opening up to them,

1481

01:06:51,772--> 01:06:55,748

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and whether that initial meeting
is more kind of rapport building

1482

01:06:55,772--> 01:06:58,108

and, you know, seeing
how well you'd work together.

1483

01:06:58,132--> 01:06:59,251

Um...

1484

01:06:59,276--> 01:07:01,068

I would probably ask them

1485

01:07:01,092--> 01:07:03,548

what's your process
for, you know,

1486

01:07:03,572--> 01:07:05,508

looking at needs
and ways of working.

1487

01:07:05,532--> 01:07:07,828

Or maybe ask a few

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questions to them

1488

01:07:07,852--> 01:07:11,268

about what are the different
ways in which you work with

1489

01:07:11,292--> 01:07:13,228

authors of different styles?

1490

01:07:13,252--> 01:07:15,000

Again, it will give you some...

1491

01:07:15,000--> 01:07:17,188

It will give you some
real-time feedback

1492

01:07:17,212--> 01:07:19,548

and a bit of a feel as
to what the culture's like,

1493

01:07:19,572--> 01:07:20,988

which will enable you to...

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1494

01:07:21,012--> 01:07:24,391

to kind of judge how quickly you
want to open up about your needs.

1495

01:07:24,415--> 01:07:27,068

But it's really a very
individual... an individual choice.

1496

01:07:27,092--> 01:07:29,588

And there was a second
part to that question.

1497

01:07:29,613--> 01:07:31,548

-That is...

1498

01:07:31,572--> 01:07:34,028

who do you feel we should
be discussing this with

1499

01:07:34,052--> 01:07:36,411

to get the most out of
our publishing experience?

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1500

01:07:36,436--> 01:07:39,148

-Well, if you have an agent

1501

01:07:39,172--> 01:07:41,028

that can be very

helpful because,

1502

01:07:41,052--> 01:07:42,708

you know, they'll be able to

1503

01:07:42,732--> 01:07:46,428

kind of share that more broadly

with all the parties involved.

1504

01:07:46,452--> 01:07:48,828

I don't know, is

there a resource

1505

01:07:48,852--> 01:07:51,508

to discuss it with

anyone at the SoA,

1506

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01:07:51,532--> 01:07:54,788

if somebody wanted an
independent view on it?

1507

01:07:54,812--> 01:07:58,605

-Now, we have an email
template that we... that we use.

1508

01:07:58,629--> 01:08:00,148

It's on the access form page,

1509

01:08:00,172--> 01:08:02,538

which I'll share again and
it'll come along after this.

1510

01:08:02,563--> 01:08:03,588

-Okay.

1511

01:08:03,612--> 01:08:08,868

Again, you know, I work with
authors all the time on advocating.

1512

01:08:08,892--> 01:08:13,348

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So myself, or there's lots of people like
me around, who can also support you, so...

1513

01:08:16,292--> 01:08:17,348

-Um...

1514

01:08:17,372--> 01:08:19,628

So what if you feel...

1515

01:08:19,652--> 01:08:21,868

What if you've been working
with an agent for years

1516

01:08:21,892--> 01:08:25,708

and don't feel you've really got across
your access requirements successfully?

1517

01:08:25,732--> 01:08:28,000

Or they haven't
quite grasped them?

1518

01:08:28,000--> 01:08:29,188

-Okay.

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1519

01:08:29,212--> 01:08:31,268

Again, I would probably

1520

01:08:31,292--> 01:08:34,148

ask them some questions about,

1521

01:08:34,172--> 01:08:37,828

you know, how they feel that the access requirements have worked for them.

1522

01:08:37,852--> 01:08:41,668

So just say, you know, obviously we've agreed these adjustments

1523

01:08:41,692--> 01:08:43,828

and access requirements a few years ago,

1524

01:08:43,852--> 01:08:46,000

how do you feel like it's going?

1525

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01:08:46,000--> 01:08:49,108

If they say, oh, well, there's
actually quite a few things

1526

01:08:49,132--> 01:08:51,428

that we haven't been
able to put in place,

1527

01:08:51,452--> 01:08:54,708

then you can start to negotiate
with them what might be feasible.

1528

01:08:54,732--> 01:08:56,988

If they feel that everything's
going swimmingly well

1529

01:08:57,012--> 01:08:58,308

and you feel like it's not,

1530

01:08:58,332--> 01:09:00,108

then that's obviously
a way to say to them,

1531

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01:09:00,132--> 01:09:01,518

"from my side,
there's, you know...

1532

01:09:01,542--> 01:09:05,000

there's some things that actually I
think we could do with reviewing."

1533

01:09:05,000--> 01:09:06,908

So, it's always helpful to...

1534

01:09:06,932--> 01:09:08,645

to kind of ask them

1535

01:09:08,669--> 01:09:10,428

because, again, you'll
get more information

1536

01:09:10,452--> 01:09:12,548

and then you're not
working on any assumptions

1537

01:09:12,572--> 01:09:15,508

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and it can help you work

out how to pitch your...

1538

01:09:15,532--> 01:09:18,000

your sort of case, if you like.

1539

01:09:18,000--> 01:09:20,308

-Brilliant, thank you very much.

1540

01:09:20,332--> 01:09:23,228

So there's one question

that we've been sent.

1541

01:09:23,252--> 01:09:26,348

If anyone does have any more

questions, do put them in the Q&A.

1542

01:09:26,372--> 01:09:28,868

So the question is,

1543

01:09:28,892--> 01:09:32,068

"what language would you use

if your requirements aren't met

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1544

01:09:32,092--> 01:09:36,000

and it means it's impossible to do
what the editor, etcetera, expects?"

1545

01:09:36,000--> 01:09:37,598

-Um...

1546

01:09:37,622--> 01:09:40,988

So again, I would
go back to saying,

1547

01:09:41,012--> 01:09:42,588

well, actually, is there a...

1548

01:09:42,612--> 01:09:44,708

Do you have an example?
Because it might differ

1549

01:09:44,732--> 01:09:47,000

according to
different situations.

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1550

01:09:47,000--> 01:09:49,000

-Um...

-Was there a specific...?

1551

01:09:49,000--> 01:09:53,000

-So it was Claire who asked that.

1552

01:09:53,000--> 01:09:55,331

-Is it specifically

around deadlines or...?

1553

01:09:55,356--> 01:09:57,348

-Let me see.

1554

01:09:57,372--> 01:09:59,788

-So I'll press allow to talk,

1555

01:09:59,812--> 01:10:02,308

and then if you want

to give an example,

1556

01:10:02,332--> 01:10:04,000

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you can just let
me know. If not...

1557

01:10:04,000--> 01:10:06,428

-If not, I can answer
more generally, but...

1558

01:10:06,452--> 01:10:09,308

Um... Oh, here comes Clare.

1559

01:10:14,540--> 01:10:16,515

-If not, then we'll just...

1560

01:10:16,540--> 01:10:17,908

take you off again.

1561

01:10:20,000--> 01:10:22,000

Useful to know around deadlines.

1562

01:10:22,000--> 01:10:23,188

-Okay.

1563

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01:10:23,212--> 01:10:27,108

So if there's some
adjustments been put in place,

1564

01:10:27,132--> 01:10:32,000

but what they were asking
is kind of impossible to meet.

1565

01:10:32,000--> 01:10:33,948

So I would go back to

1566

01:10:33,972--> 01:10:36,548

the putting the dual
outcomes alongside each other.

1567

01:10:36,572--> 01:10:39,548

So how can we still
meet some deadlines,

1568

01:10:39,572--> 01:10:42,188

but in a way that enables
me to contribute effectively?

1569

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01:10:42,212--> 01:10:45,108

So in other words, the current...

the deadlines that we've got in place

1570

01:10:45,132--> 01:10:49,388

mean that I'm working at a pace where

I'm not able to contribute as effectively.

1571

01:10:49,412--> 01:10:51,428

What flexibility do we have

1572

01:10:51,452--> 01:10:53,142

either in terms of the

longer term deadline

1573

01:10:53,166--> 01:10:54,788

or some of the interim ones

1574

01:10:54,812--> 01:10:56,348

to enable me to

1575

01:10:56,372--> 01:10:59,000

be able to work at a pace

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where I can do my best?

1576

01:10:59,000--> 01:11:02,508

So this... this

collaborative approach

1577

01:11:02,532--> 01:11:03,908

is particularly helpful

1578

01:11:03,932--> 01:11:07,468

if you feel like you've got to

that kind of position of stalemate.

1579

01:11:07,492--> 01:11:09,108

So, you know, sometimes

1580

01:11:09,132--> 01:11:11,988

when you can kind of

almost like lock horns

1581

01:11:12,012--> 01:11:15,308

and it can feel a little bit

like it's not going anywhere,

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1582

01:11:15,332--> 01:11:17,308

if you can go back to

1583

01:11:17,332--> 01:11:19,545

"we all want to meet

these deadlines.

1584

01:11:19,569--> 01:11:21,708

We also want me

to do my best work.

1585

01:11:21,732--> 01:11:23,748

How can we do this together?"

1586

01:11:23,772--> 01:11:26,468

And again, what you're doing,

you're inviting the other person in,

1587

01:11:26,492--> 01:11:28,588

so it becomes a little bit...

1588

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01:11:28,612--> 01:11:31,188

It's not confrontational,

1589

01:11:31,212--> 01:11:34,868

it becomes very much a
collaborative conversation.

1590

01:11:34,892--> 01:11:37,108

When you invite the
other person in like that

1591

01:11:37,132--> 01:11:39,148

from a psychological
perspective,

1592

01:11:39,172--> 01:11:41,410

it also calms their
nervous system.

1593

01:11:41,435--> 01:11:43,628

Because the minute you say

1594

01:11:43,652--> 01:11:45,331

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"we're all trying to
meet these deadlines"

1595

01:11:45,355--> 01:11:46,788

or "we're all trying to,

1596

01:11:46,812--> 01:11:48,788

you know, pull towards

this common goal",

1597

01:11:48,812--> 01:11:52,251

they no longer feel like they

have to make themselves heard.

1598

01:11:52,276--> 01:11:55,228

They recognize that you've

recognised it's a priority for them

1599

01:11:55,252--> 01:11:56,828

and that calms

their nervous system.

1600

01:11:56,852--> 01:12:00,988

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So actually re-basing it as a bit
more of a collaborative conversation

1601

01:12:01,012--> 01:12:04,828

brings them in and can make
it a little bit more productive.

1602

01:12:04,852--> 01:12:08,000

So hopefully that
answers the question.

1603

01:12:08,000--> 01:12:09,508

-And there were
a couple of points

1604

01:12:09,532--> 01:12:11,906

that came up in the chat
that I just wanted to pick up on.

1605

01:12:11,931--> 01:12:13,988

Someone mentioned...

1606

01:12:14,012--> 01:12:16,468

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I'm not sure who, but
someone mentioned about

1607

01:12:16,492--> 01:12:19,988

the fact that there's been some criticism
of Carol Dweck's work around mindsets,

1608

01:12:20,012--> 01:12:21,428

and that's right,
there has been.

1609

01:12:21,452--> 01:12:24,000

The main criticism, um,

1610

01:12:24,000--> 01:12:27,668

is that sometimes it's been seen
as a bit been a bit too polarized,

1611

01:12:27,692--> 01:12:29,578

which is why I said often

1612

01:12:29,602--> 01:12:31,708

we can be a blend of the two.

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1613

01:12:31,732--> 01:12:35,388

So not just a fixed mindset
or a growth mindset.

1614

01:12:35,412--> 01:12:38,148

So that was one
criticism which is valid.

1615

01:12:38,172--> 01:12:39,948

Very often we'll
have a, you know,

1616

01:12:39,972--> 01:12:41,298

a blend of those mindsets.

1617

01:12:41,323--> 01:12:43,228

And the other point is...

1618

01:12:43,252--> 01:12:44,548

In a...

1619

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01:12:44,572--> 01:12:48,431

The other criticism of the theory
was that in a growth mindset,

1620

01:12:48,455--> 01:12:50,748

people said it can't
all be about effort.

1621

01:12:50,772--> 01:12:53,508

And sometimes that
can feel invalidating

1622

01:12:53,532--> 01:12:56,398

because it's like you're not
trying hard enough. That's not the...

1623

01:12:56,423--> 01:12:59,348

That's not the sentiment
of the growth mindset.

1624

01:12:59,372--> 01:13:01,348

The growth mindset
is recognizing

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1625

01:13:01,372--> 01:13:05,028

that actually outcomes
are linked to practice,

1626

01:13:05,052--> 01:13:08,188

but actually it's not
just about trying harder,

1627

01:13:08,212--> 01:13:10,988

it's maybe that actually
we need some adjustments

1628

01:13:11,012--> 01:13:13,188

to conditions or our
working environment,

1629

01:13:13,212--> 01:13:17,068

so that our effort results in...

1630

01:13:17,092--> 01:13:18,748

in, you know, productive work.

1631

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01:13:18,772--> 01:13:21,068

So it's not just
about trying harder,

1632

01:13:21,092--> 01:13:23,456

it's actually backing up
the need for adjustments

1633

01:13:23,481--> 01:13:25,028

and that we might
need some adjustments

1634

01:13:25,052--> 01:13:26,418

to our working conditions

1635

01:13:26,442--> 01:13:28,000

for that to happen.

1636

01:13:28,000--> 01:13:29,490

Um...

1637

01:13:29,515--> 01:13:32,491

I think that was all that I

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saw coming up in the chat.

1638

01:13:32,515--> 01:13:34,788

Were there any other
questions that people had?

1639

01:13:37,000--> 01:13:39,468

-A minute for
anyone to submit any.

1640

01:13:40,766--> 01:13:43,371

Needless to say, if anything
occurs to anyone afterwards,

1641

01:13:43,395--> 01:13:44,988

you can feel free to email me.

1642

01:13:45,012--> 01:13:46,698

I'm happy to pick
that up offline.

1643

01:13:46,722--> 01:13:49,661

Or if there's anything that people

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don't feel comfortable sharing on a...

1644

01:13:49,685--> 01:13:52,975

on kind of group forum,
then equally I'm happy to...

1645

01:13:53,000--> 01:13:54,000

to talk those through.

1646

01:13:54,000--> 01:13:55,308

-Lovely.

1647

01:13:56,092--> 01:13:57,628

Um...

1648

01:13:57,652--> 01:14:01,548

Do you need to have a medical
diagnosis to ask for adjustments?

1649

01:14:01,573--> 01:14:03,188

-No, absolutely not.

1650

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01:14:03,212--> 01:14:04,908

No, it all comes down to need.

1651

01:14:04,932--> 01:14:05,932

Um...

1652

01:14:05,956--> 01:14:08,228

So I do a lot of work

in neurodivergence

1653

01:14:08,252--> 01:14:09,748

and this question comes up

1654

01:14:09,772--> 01:14:14,268

a lot where people say, do I need

to have a, you know, a diagnosis of

1655

01:14:14,292--> 01:14:15,908

ADHD or autism?

1656

01:14:15,932--> 01:14:19,628

Um... No, you can

just go purely on needs.

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1657

01:14:19,652--> 01:14:21,628

In the case of neurodivergence,

1658

01:14:21,652--> 01:14:24,908

if you're struggling to

articulate what your needs are,

1659

01:14:24,932--> 01:14:28,108

you might use the

executive functions

1660

01:14:28,132--> 01:14:30,188

as a framework for describing

1661

01:14:30,212--> 01:14:32,000

things that you

find challenging.

1662

01:14:32,000--> 01:14:33,171

Um...

1663

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01:14:33,195--> 01:14:35,708

So if you want any
more information on that,

1664

01:14:35,732--> 01:14:38,905

then just let me know and I can send
you what the executive functions are,

1665

01:14:38,929--> 01:14:40,828

but that can give you language

1666

01:14:40,852--> 01:14:44,000

to help describe what
some of your challenges are.

1667

01:14:44,000--> 01:14:45,548

Um...

1668

01:14:45,572--> 01:14:47,588

But no, you don't need to
have a medical diagnosis.

1669

01:14:47,612--> 01:14:50,108

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And even if you do, you
don't need to disclose it.

1670

01:14:52,000--> 01:14:54,748

-And I think we have
some guidance around,

1671

01:14:54,772--> 01:14:55,772

uh...

1672

01:14:55,796--> 01:14:59,478

requesting reasonable
adjustments on our access form page,

1673

01:14:59,502--> 01:15:00,908

which I'll repost,

1674

01:15:00,932--> 01:15:03,068

because you might
find that useful as well.

1675

01:15:03,092--> 01:15:04,628

Um...

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1676

01:15:04,652--> 01:15:07,708

Are there any frequent
issues you see around access

1677

01:15:07,732--> 01:15:11,188

with clients that you think
we'd benefit from knowing about?

1678

01:15:15,000--> 01:15:18,268

-I think sometimes, the...

1679

01:15:18,292--> 01:15:22,000

the third party not understanding
enough about the condition.

1680

01:15:22,000--> 01:15:24,468

Especially in
variable conditions

1681

01:15:24,492--> 01:15:27,268

of really being
able to articulate

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1682

01:15:27,292--> 01:15:29,000

"this comes and goes."

1683

01:15:29,000--> 01:15:31,748

And sometimes also sharing

1684

01:15:31,772--> 01:15:35,268

that actually it can feel hard for you
to ask for those adjustments at times

1685

01:15:35,292--> 01:15:38,548

when things are feeling...
like, when things have flared up.

1686

01:15:38,572--> 01:15:40,588

So, actually, that's probably...

1687

01:15:40,612--> 01:15:42,628

That's probably the
biggest area where

1688

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01:15:42,652--> 01:15:45,788

if people don't have a lot of
experience of working with

1689

01:15:45,812--> 01:15:49,000

reasonable adjustments as a
publisher, an editor, an agent,

1690

01:15:49,000--> 01:15:51,478

they might think in quite
black and white terms.

1691

01:15:51,502--> 01:15:53,270

Like you can either do
something or you can't

1692

01:15:53,294--> 01:15:55,508

and might not necessarily
appreciate that variability,

1693

01:15:55,532--> 01:15:57,508

so I think it's
really worthwhile

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1694

01:15:57,532--> 01:15:59,508

articulating that.

1695

01:15:59,532--> 01:16:00,538

Um...

1696

01:16:00,563--> 01:16:03,228

And also leave the door
open for them to ask you.

1697

01:16:03,252--> 01:16:05,000

Sometimes...

1698

01:16:05,000--> 01:16:06,828

Sometimes people
are a bit nervous

1699

01:16:06,852--> 01:16:10,348

and sometimes what I find is
that people don't ask questions

1700

01:16:10,372--> 01:16:12,268

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because they're
frightened of offending

1701

01:16:12,292--> 01:16:14,788

or frightened of saying
the wrong thing or asking

1702

01:16:14,812--> 01:16:18,908

the wrong questions, so I would
probably leave the door open

1703

01:16:18,932--> 01:16:22,388

to say if you've ever got any
questions about how this impacts me,

1704

01:16:22,412--> 01:16:23,825

then feel free to ask.

1705

01:16:23,849--> 01:16:25,000

It just builds that...

1706

01:16:25,000--> 01:16:27,168

that kind of collaboration

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and safety for them as well.

1707

01:16:27,192--> 01:16:28,811

Sometimes they

feel a bit vulnerable.

1708

01:16:31,000--> 01:16:32,388

-Great answer.

1709

01:16:32,412--> 01:16:35,375

So, "is there anywhere

that I can be signposted

1710

01:16:35,399--> 01:16:36,588

to ask for an agent?

1711

01:16:36,612--> 01:16:39,428

I'm neurodivergent and

I really struggle with this.

1712

01:16:39,452--> 01:16:40,988

I was offered a

publishing contract

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1713

01:16:41,012--> 01:16:44,000

a very long time ago and still
haven't signed because of the stress.

1714

01:16:44,000--> 01:16:46,148

I've recently
discovered I have ADHD

1715

01:16:46,172--> 01:16:49,000

and now I understand why the
contract was so overwhelming for me."

1716

01:16:49,000--> 01:16:50,000

-Yeah.

1717

01:16:50,000--> 01:16:54,188

Um, I don't have any
sort of specific signposting

1718

01:16:54,212--> 01:16:55,413

for specific agents,

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1719

01:16:55,438--> 01:16:58,238

but I don't know if that's something
that you guys can help with, Elsa?

1720

01:16:58,262--> 01:17:00,188

-Um... So we do have...

1721

01:17:00,212--> 01:17:02,468

There's a few different
organizations that

1722

01:17:02,492--> 01:17:04,188

can be useful for
providing support.

1723

01:17:04,212--> 01:17:07,000

It wouldn't necessarily put you
directly in contact with an agent.

1724

01:17:07,000--> 01:17:11,628

But for instance,
places like Shape...

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1725

01:17:11,652--> 01:17:14,788

Shape Arts Online...

Shape Disability Arts Online.

1726

01:17:14,812--> 01:17:16,668

They have a lot of, um...

1727

01:17:16,692--> 01:17:20,000

information and support,

and I'll post a link to this

1728

01:17:20,000--> 01:17:23,000

page where you might be

able to find something useful.

1729

01:17:23,000--> 01:17:24,000

-Great.

1730

01:17:24,000--> 01:17:25,000

-And then, of course...

1731

01:17:25,000--> 01:17:27,548

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-And Sarah, I do... Just to
say to Sarah or anybody else,

1732

01:17:27,572--> 01:17:28,572

um...

1733

01:17:28,596--> 01:17:30,668

I do offer free sort
of consultation.

1734

01:17:30,692--> 01:17:33,108

So if people have got
questions or they're, you know,

1735

01:17:33,132--> 01:17:36,268

thinking about how they
can best access support,

1736

01:17:36,292--> 01:17:38,191

then just, you know,
you can just get in touch

1737

01:17:38,216--> 01:17:40,000

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for a free chat.

1738

01:17:40,000--> 01:17:43,628

-And in fact, the Society of
Authors contract checking service,

1739

01:17:43,652--> 01:17:45,428

if you're a member of
the Society of Authors,

1740

01:17:45,452--> 01:17:48,308

is also very
useful for just, um,

1741

01:17:48,332--> 01:17:50,508

getting some help
passing your contract

1742

01:17:50,532--> 01:17:52,628

and understanding some
of the technical language,

1743

01:17:52,652--> 01:17:54,000

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things like that.

1744

01:17:54,000--> 01:17:56,188

So if you ever want to use that,

1745

01:17:56,212--> 01:17:58,748

then I'll just send...

I'll just put the...

1746

01:18:00,532--> 01:18:02,628

an email address in the chat.

1747

01:18:02,652--> 01:18:04,788

Oh, there's another
question on the Q&A.

1748

01:18:04,812--> 01:18:06,294

"Is SoA engaged

1749

01:18:06,318--> 01:18:10,788

with the Association of
Authors' Agents on their skills?"

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1750

01:18:12,000--> 01:18:13,348

Um...

1751

01:18:13,372--> 01:18:18,094

So we do have some contact with
the Association of Authors' Agents.

1752

01:18:18,118--> 01:18:19,174

Um...

1753

01:18:19,199--> 01:18:20,428

Uh...

1754

01:18:20,452--> 01:18:23,668

I'm not quite sure
what you mean by

1755

01:18:23,692--> 01:18:25,251

"on their skills."

1756

01:18:25,276--> 01:18:27,388

But if you'd like to

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drop us an email,

1757

01:18:27,412--> 01:18:30,000

then... then we'd be

happy to answer that

1758

01:18:30,000--> 01:18:32,000

question.

1759

01:18:32,000--> 01:18:34,000

If that's all right with you.

1760

01:18:34,000--> 01:18:35,908

-I just wanted to pick up

on one of the comments

1761

01:18:35,932--> 01:18:37,988

that I thought was lovely

that I saw in the chat.

1762

01:18:38,012--> 01:18:39,012

Um...

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1763

01:18:39,036--> 01:18:40,748

And someone said

"it's just occurred to me

1764

01:18:40,772--> 01:18:42,668

that I don't have to

expect that, for instance,

1765

01:18:42,692--> 01:18:45,428

an agent will disbelieve me

the way a family member has,

1766

01:18:45,452--> 01:18:48,000

because the agent won't have

known me when I was well."

1767

01:18:48,000--> 01:18:50,732

I thought that might be a useful

thought for other people too.

1768

01:18:50,756--> 01:18:53,108

I do think that is a

really useful thought.

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1769

01:18:53,132--> 01:18:54,132

Um...

1770

01:18:54,156--> 01:18:56,748

As I said, sometimes our brains
will create a bit of a shortcut

1771

01:18:56,772--> 01:18:59,148

and we'll think, "oh,
because that person hasn't

1772

01:18:59,172--> 01:19:01,988

believed me, that's going
to be true of everybody else."

1773

01:19:02,012--> 01:19:04,228

And actually, firstly,
the person's different,

1774

01:19:04,252--> 01:19:05,951

but also the
circumstances might be

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1775

01:19:05,975--> 01:19:07,105

very different too.

1776

01:19:07,130--> 01:19:10,428

So it's a case of

recognising and validating

1777

01:19:10,452--> 01:19:12,828

why that might feel really

hard for you because that...

1778

01:19:12,852--> 01:19:16,108

you know,, that will feel

quite emotionally quite tricky,

1779

01:19:16,132--> 01:19:17,508

probably that conversation.

1780

01:19:17,532--> 01:19:22,000

But also questioning, like, how is

this different and how is it safer?

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1781

01:19:22,000--> 01:19:24,108

So that you can ask
for those adjustments

1782

01:19:24,132--> 01:19:25,372

without having that, kind of...

1783

01:19:25,396--> 01:19:29,000

the intense worry of that
situation repeating itself.

1784

01:19:29,000--> 01:19:31,148

So thank you for
sharing that experience.

1785

01:19:31,172--> 01:19:32,428

That's really powerful.

1786

01:19:32,452--> 01:19:35,188

-Yeah, there's been a lot of
really lovely comments in the chat,

1787

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01:19:35,212--> 01:19:36,548

um...

1788

01:19:36,572--> 01:19:40,000

who are very, very happy
with the presentation.

1789

01:19:40,000--> 01:19:42,000

-Yes, I'm glad.

1790

01:19:42,000--> 01:19:43,351

-So...

1791

01:19:43,375--> 01:19:46,308

Well, thank you very
much, everyone, for coming.

1792

01:19:46,332--> 01:19:48,948

And thank you so much
to Lisa for today's event.

1793

01:19:48,972--> 01:19:52,268

And thank you

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to Ali and to Tracey

1794

01:19:52,292--> 01:19:55,000

for their interpretation

of today's event.

1795

01:19:55,000--> 01:19:57,548

The SoA's next #SoAatHome event

1796

01:19:57,572--> 01:19:59,791

takes place on

Tuesday next week,

1797

01:19:59,816--> 01:20:01,348

with a Lunchtime

Learning session

1798

01:20:01,372--> 01:20:04,000

on why you should

stand for the SoA's board.

1799

01:20:04,000--> 01:20:05,385

For more, head to

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1800

01:20:05,409--> 01:20:08,628

SocietyofAuthors.org/Events

1801

01:20:08,652--> 01:20:11,308

to book or check out

our events programme.

1802

01:20:11,332--> 01:20:13,668

I'll just put a link

in the chat now.

1803

01:20:15,252--> 01:20:17,068

Um...

1804

01:20:19,000--> 01:20:22,188

This #SoAatHome

event is free to members,

1805

01:20:22,212--> 01:20:24,321

but if you can afford to,

please consider donating

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1806

01:20:24,345--> 01:20:26,068

to the SoA's Access Fund

1807

01:20:26,092--> 01:20:29,388

where we suggest a

minimum donation of £5.

1808

01:20:29,412--> 01:20:32,038

You can also help

the Access Fund

1809

01:20:32,062--> 01:20:34,388

by making a purchase

from our virtual bookstore

1810

01:20:34,412--> 01:20:35,948

on Bookshop.org,

1811

01:20:35,972--> 01:20:38,428

where you can find

books by writers taking part

1812

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01:20:38,452--> 01:20:41,000

in our events programme.

1813

01:20:41,000--> 01:20:43,588

And let's continue

this conversation online

1814

01:20:43,612--> 01:20:47,000

with our events

hashtag #SoAatHome.

1815

01:20:47,000--> 01:20:48,748

Thanks so much

for coming, everyone.

1816

01:20:48,772--> 01:20:50,068

It's been absolutely lovely.

1817

01:20:50,092--> 01:20:52,000

Have a good rest of your day.

1818

01:20:52,000--> 01:20:54,483

And hopefully see you at

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the next event.

1819

01:20:54,508--> 01:20:56,111

-Thank you so much, everyone.

-Thank you.

1820

01:20:56,136--> 01:20:57,136

-Bye. Thanks, Lisa.

1821

01:20:57,160--> 01:21:00,485

-Bye. Thank you,

Ali. Thank you, Tracey.