



## CURRENT CHALLENGES

She started getting very sick and she had regular tests, but nothing was found at first. Just recently diagnosed with endometriosis which is causing her a lot of pain. There is a long wait in the system for resources. She is on the waiting list for surgery.

She has been away a lot due to illness and she feels her boss is not very understanding. However, things changed a bit when she got the diagnosis and informed her boss. She is still very uncomfortable when she has to call in sick.

Her autism manifests itself a lot in an obsession with perfection and repetition and a very particular way of doing things. When things deviate from her processes, she can get very upset and can have a hard time winding down.

# HALLDÓRA

## Graphic designer

AGE 24

GENDER Female

**BACKGROUND INFORMATION** Living with her Icelandic girlfriend. she is autistic and has ADHD. She has also been diagnosed with endometriosis.

**JOB/CAREER** Graphic Designer

## ATTITUDES AND EMOTIONS

- She is often in a lot of pain and the diagnosis process has had detrimental effects on her mental health. She makes high demands on herself and wants to do everything 100%. Her absence from work, and having to let go of projects has proved difficult for her. During this time she has developed symptoms of depression and anxiety.
- She joined an Endometriosis organisation and there she heard stories about the incredible number of women having to repeatedly call in sick and then dropping out of the labour market and ending up on disability and rehabilitation pensions during sick leave.
- She has to regularly call in sick. Although she felt it was good to know that she was not alone in this, the prospect of falling out of the labour market and becoming disabled, causes her a lot of anxiety.

## MOTIVATIONS

- Halldóra enjoys working as a graphic designer and has won awards for marketing materials. She very much wants to land more big clients. Her hope is that she will have an operation soon and then quickly get back to full capacity.

## WORK SITUATION

- Halldóra works in graphic design at a design studio. She is responsible for projects with a large client together with her colleague. She has talked to her colleague, who has shown her great support and has taken over the management of the project.
- Halldóra would still manage the project differently and it bothers her how disorganized her colleague is.
- She has tried not to bother him too much since he is doing her a favour, but it has sometimes been difficult for her.

## Manager's questions

- What are her rights during her sickness? Would it be better for her to be on partial sick leave?
- Is she under too much stress, and is that adding to her illness and pain?
- Could she maybe work part time?
- How can we get the most out of her skills while working in teams?
- Where should she be located in the process?
- Where and when should someone else take over?
- Where does she best fit in?

## Peers/colleagues' questions

- How can I show her that I am capable of managing the project alone without, without her feeling excluded?
- I am a bit tired of her interfering, how can I get the message across nicely?



## Individual's questions

- Does this affect her position at the company?
- Will this affect her career?
- She worries that maybe recovery will be a long process and that her boss will lose his patience with her?
- Could she maybe be allowed to work part-time temporarily during recovery?

## Policymakers' questions

- How can we accommodate staff with reduced working capacity or long-term illness?
- Does the company policy need updating or does it already address this? What are the costs of her illness?
- What are the costs of training new staff?
- What is the value of good morale and loyalty to employees?
- What is the value in the employee?
- Does the government accommodate business?

