

**MY ROLE AS CUSTODIAN, EDITOR AND
INTERPRETER
OF STORIES BY PEOPLE AT WORK**

Tom Sensky

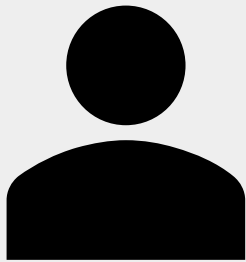
RCPsych December 2023



Chimamanda Ngozi Adichie: The danger of a single story | TED

<https://youtu.be/D9Ihs241zeg>

**TRUST
CONSULTANT
PSYCHIATRIST**



 **21
years**

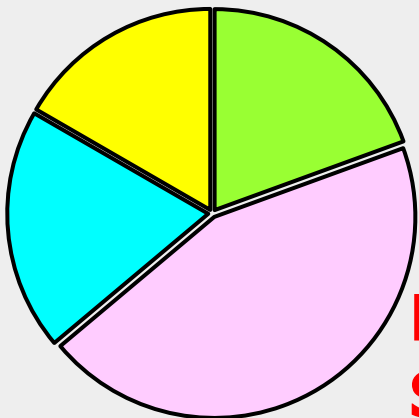


**TRUST
CONSULTANT
OCCUPATIONAL
PSYCHIATRIST**



 **15
years**

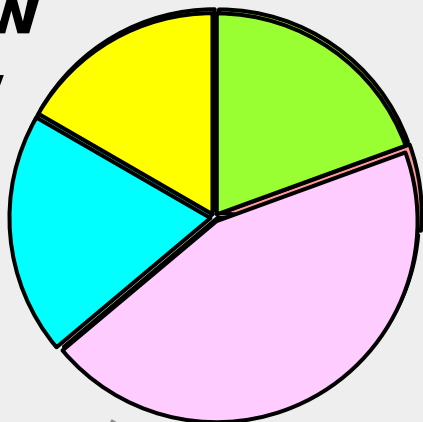
THE ROLE OF OCCUPATIONAL HEALTH (AND MY ROLE)



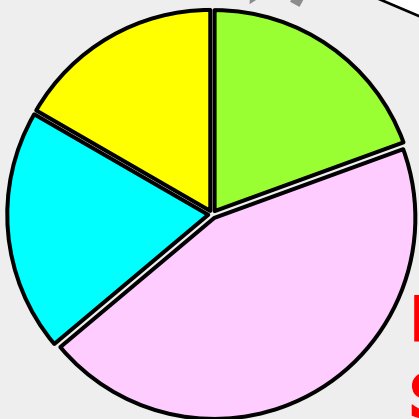
**PERSON'S
STORY**

THE ROLE OF OCCUPATIONAL HEALTH (AND MY ROLE)

**Review
story**



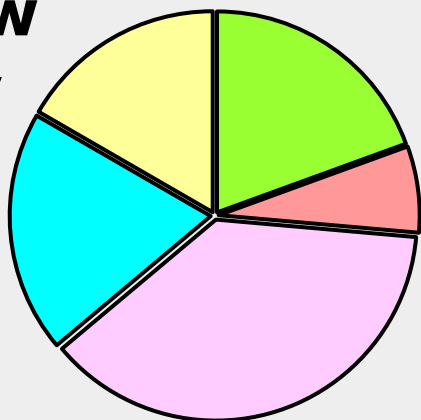
CUSTODIAN



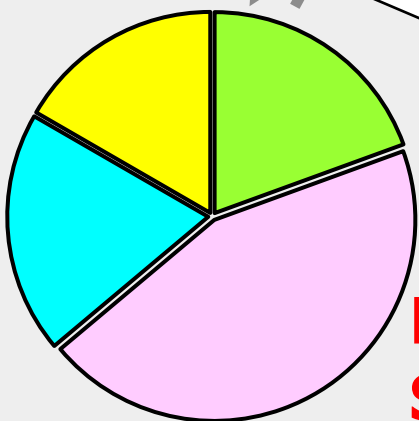
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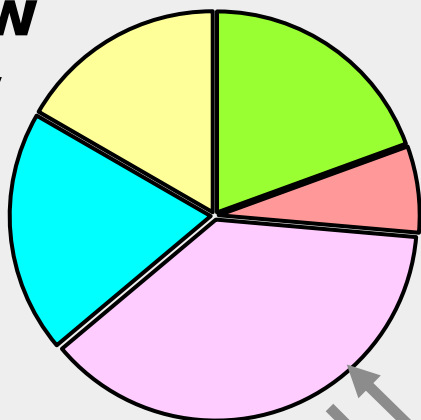
CUSTODIAN



**PERSON'S
STORY**

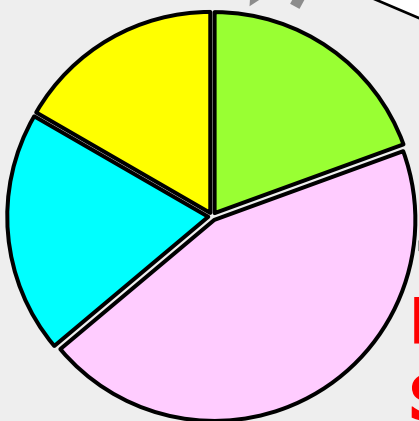
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Review story



CUSTODIAN

INTERPRETER

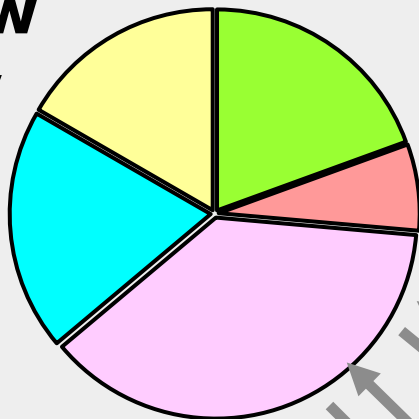


PERSON'S STORY

**Review job plan
(including adjustments
and risks)**

THE ROLE OF OCCUPATIONAL HEALTH (AND MY ROLE)

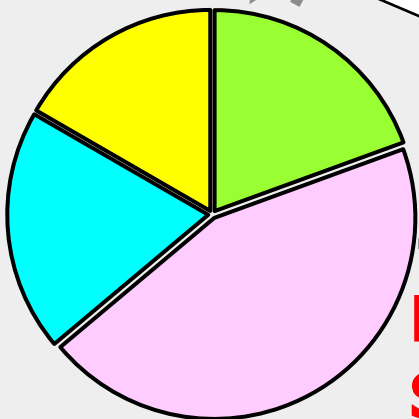
Review story



CUSTODIAN

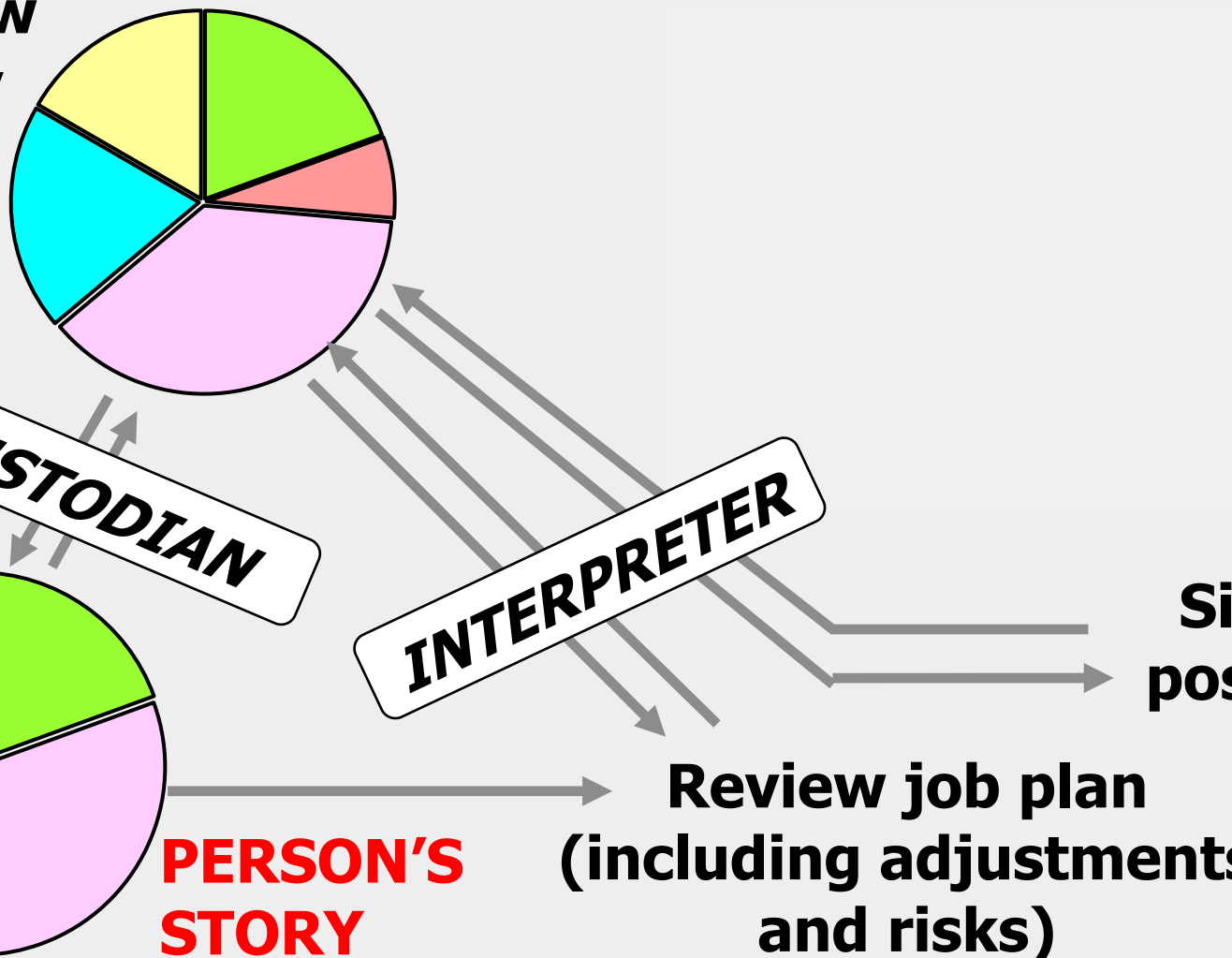
INTERPRETER

Sign-posting

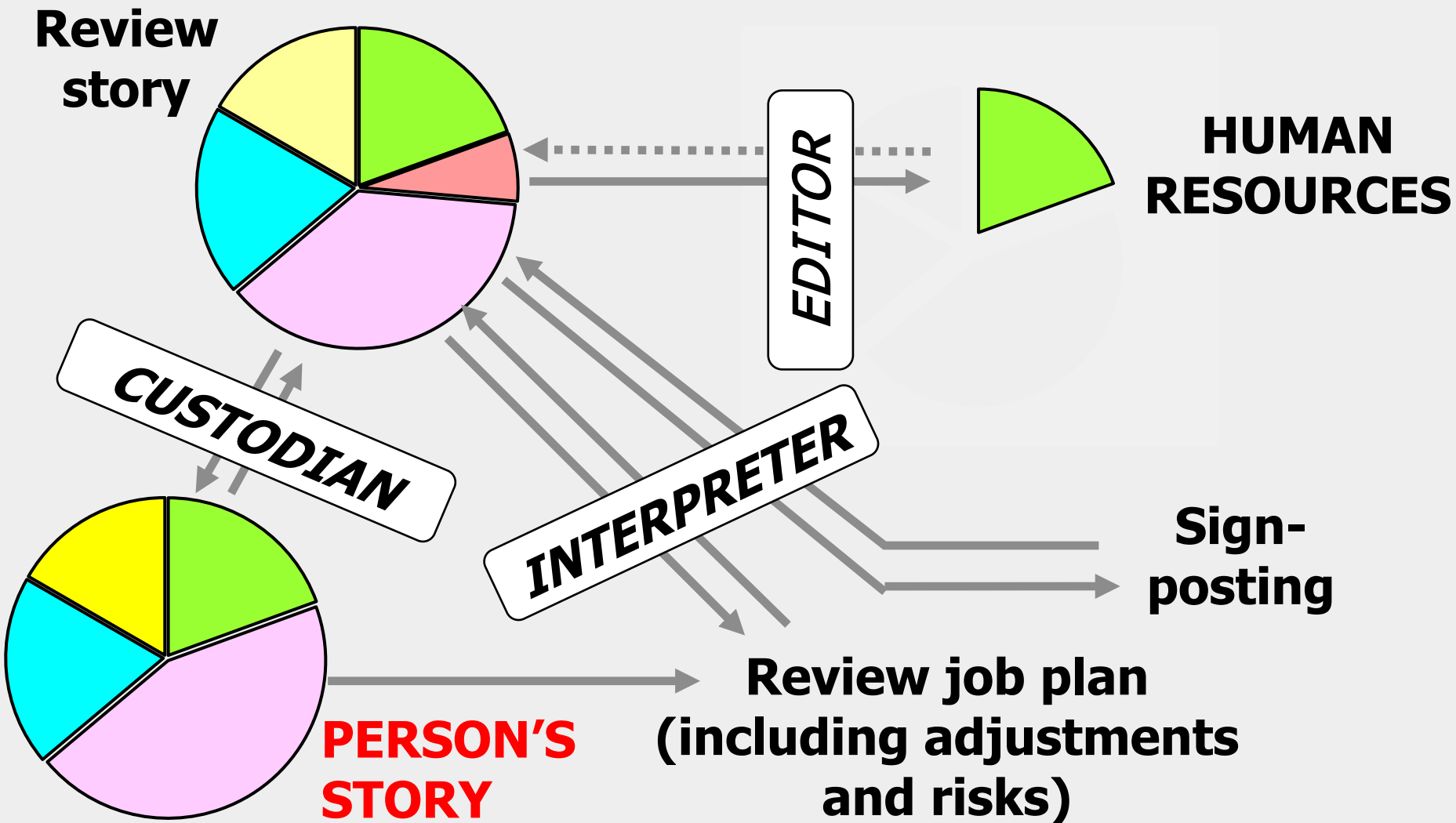


PERSON'S STORY

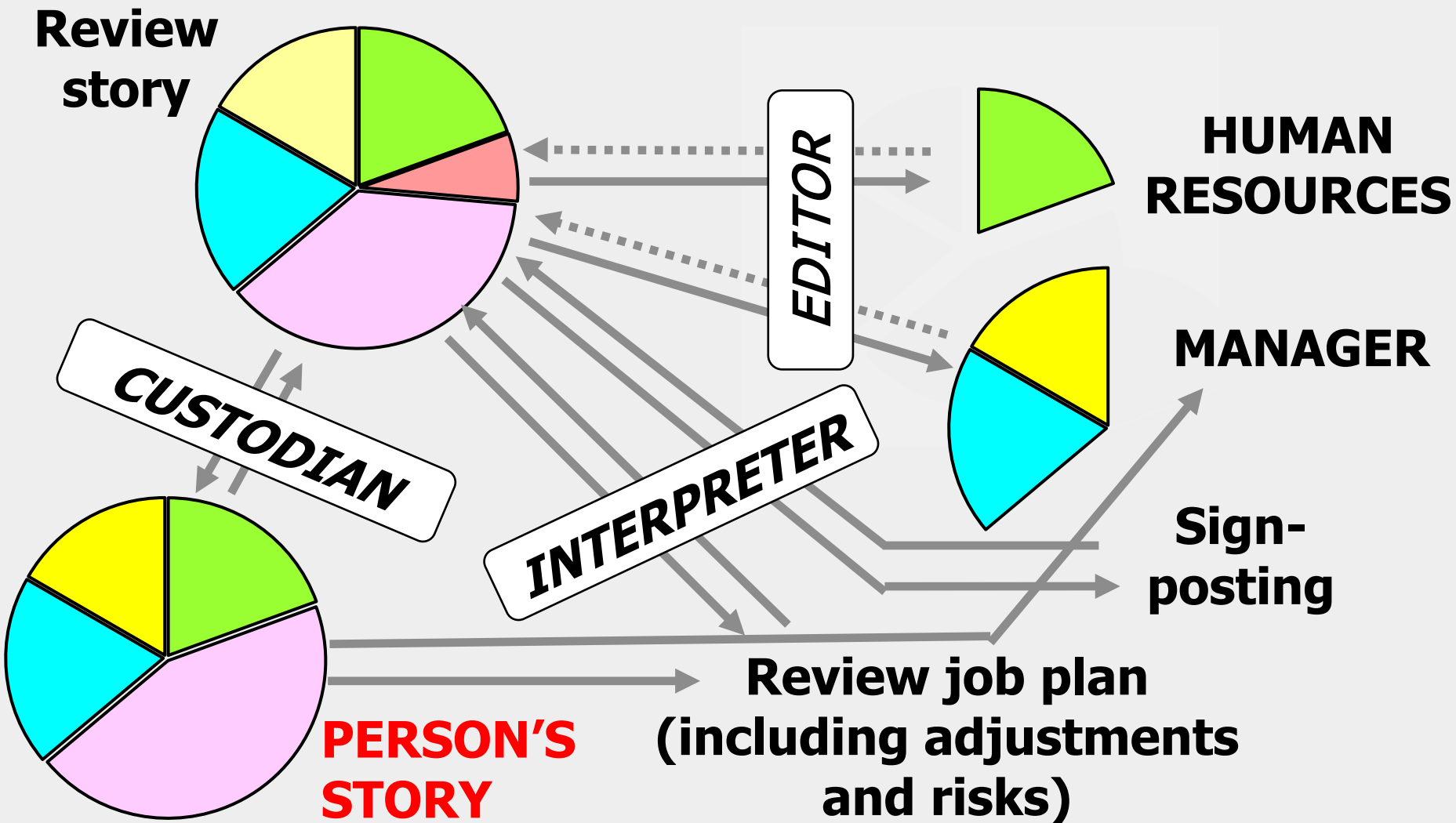
Review job plan
(including adjustments and risks)



THE ROLE OF OCCUPATIONAL HEALTH (AND MY ROLE)

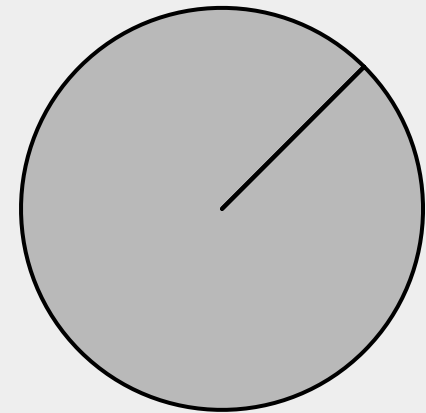
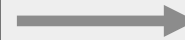
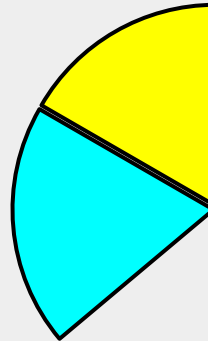
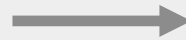
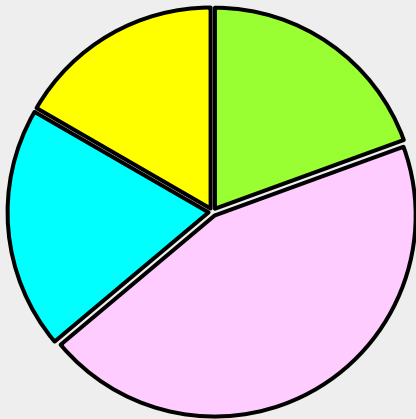


THE ROLE OF OCCUPATIONAL HEALTH (AND MY ROLE)



MANAGERS

**PERSON'S
STORY**



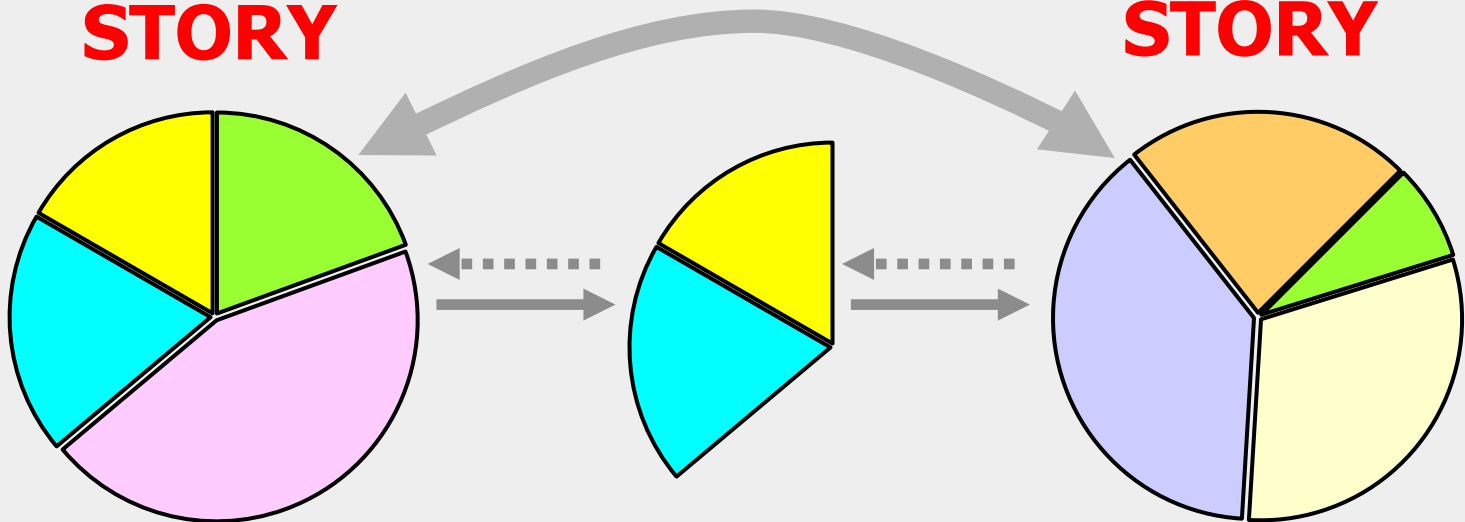
MANAGER

- **Managers are sometimes criticised for having a stereotyped view of the person's disability ('the single story')**
- **How should managers be expected to acquire and understand the disabled person's story?**

MANAGERS HAVE STORIES TOO

**PERSON'S
STORY**

**MANAGER'S
STORY**



- **Managers need help to understand the implications for the workplace of the disabled person's individual circumstances**
- **Manager has to have confidence plus flexibility**
- **Often direct relationship experience - flexibility**

QUESTIONS

- **Am I seeing the person as a person rather than as a 'carrier of disability'?**
- **Do I know what I need to of that person's story (and not a stereotyped story)?**
- **How confident am I that I know enough of that person's story to fulfil my role with regard to them?**
- **If not very confident, whose collaboration can I enlist to improve my understanding and confidence?**

Thank you

