



Adapting: Working in Games with Chronic Illness

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ACCORDING TO THE CDC,

6 out of 10

**ADULTS IN THE US HAVE
CHRONIC ILLNESS**

4 out of 10

**ADULTS IN THE US HAVE
TWO OR MORE CHRONIC
ILLNESSES**



Who am I?

I AM VICTORIA DORN

LUPUS

Diagnosed in college

SOFTWARE ENGINEER

Most work relating to
audio

OWNER OF TOO MANY CATS

Agenda

THINGS TO COVER

Letting the cat out of the bag (or not)
The (work) life of a person with chronic illness
Finding support (in and out of work)



Disclaimer

I am not a doctor

I don't know everything or all situations

Most solutions aren't one size fits all

Letting the Cat Out of the Bag



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Can you trust the person
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If letting someone know
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COULD THIS INFO BE NECESSARY
AT SOME POINT?

If your health condition
fluctuates and at times
you might need additional
assistance, then letting
folks know what is going
on might be a good idea.

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Find out how their
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ASSIST

Find out what you can do
(if anything) to make
their work life better.



Work Life of a Person with Chronic Illness

MORE DOCTOR'S APPOINTMENTS

WORK ENVIRONMENT ADJUSTMENTS

VARYING ENERGY LEVEL

More (Doctor's) Appointments

SET EXPECTATIONS

Mandatory attendance to appointments

Don't need to say what the appointments are for



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Specialist appointments are during work hours

Tip: Schedule appointments at the beginning or end of the work day



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KEEP FOLKS IN THE LOOP

Let managers know at least 1-2 weeks before your appointment if possible

Remind folks as you get closer to the appointment (1 – 2 days before)



TOOLS FOR BEING EFFICIENT AND PRODUCTIVE

Folks generally want to be productive and efficient in their work lives. Folks with chronic illness are disadvantaged in some regards here.



Work Environment Adjustments

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TRIAL AND ERROR

The first solution you try to each problem will not necessarily work (or work well)



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Developing a work setting which leads to folks being as productive as they can be.



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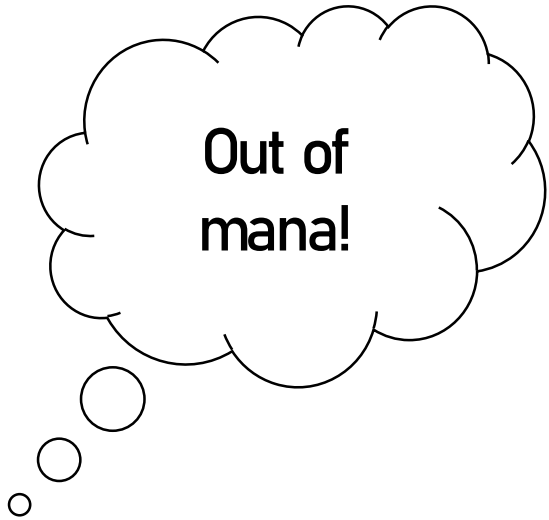
EXAMPLES

Time of day adjustments for meetings (or allowing folks to work from home certain days).

Ergonomics adjustments to work spaces.



Work Environment Adjustments

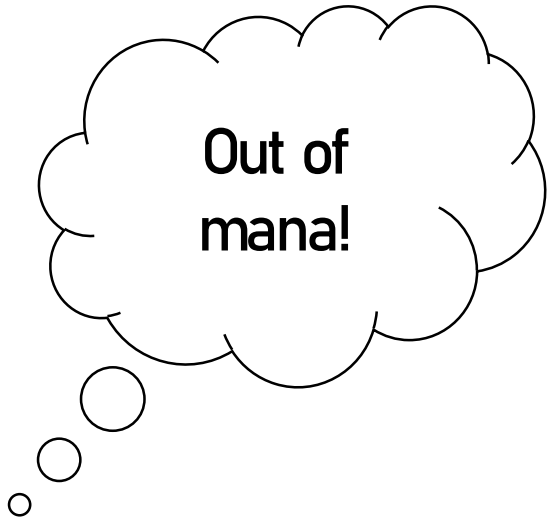


Energy Levels May Vary

CONSTANT OR WAVES

Wide array of varying energy levels possible.

Exhaustion lasting weeks(+) or waves / days of exhaustion.



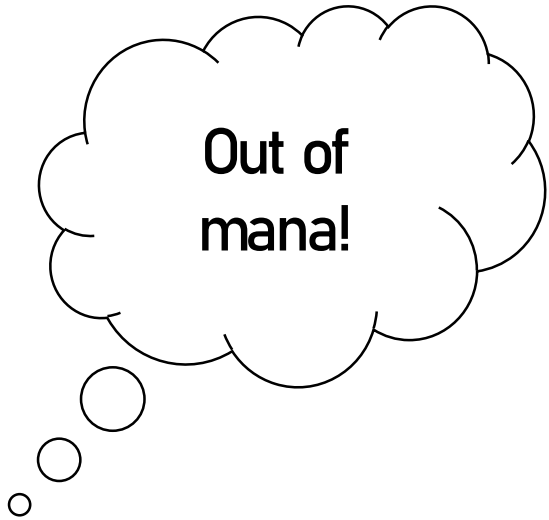
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SOME DAYS ARE EASIER THAN OTHERS

There will be days that take more motivations, but this isn't a feature you can control.
Support through the hard days makes them easier.



Finding Support (In and Out of Work)

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FINDING SOMEONE TO CONFIDE IN CAN HELP A LOT

The dreaded question of “is this abnormal or is this how other people experience life as well?”

Tons of options for finding support.

Employee resource groups (join one or start one!).

Providing Support From the Top Down



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ADVOCATE FOR ATYPICAL WORK CONDITIONS

From the top down, let folks know that it is ok if a particular person's work life looks different than others at the company.





In Closing

BE ADVOCATES

KNOW YOU CAN ACCOMPLISH ANYTHING

DON'T BE AFRAID TO ASK FOR HELP





Thank
You!

