



### What people like and admire about me...

**I am honest** – this means I tell the truth even when it might be uncomfortable, either for me or someone else. I always try to be kind and tactful. Occasionally I might let a ‘little fib’ slip if it is something that doesn’t matter.

**I am fun** – I enjoy life and I hope other people do too. When things are going well, it is nice and easy to have a laugh, but sometimes when things are going wrong and times are tough, keeping a sense of humour can be essential and helps people keep going.

**I am calm** – even when things go wrong, as they do from time to time, I can stay calm and keep things in proportion. Panic solves very few problems, keeping calm allows me to let my thoughts, and not my emotions, control my actions. I know this isn’t always easy.

**I am kind** – wherever possible I try to be kind to people (and animals).

### What’s important to me...

**Fairness is important to me** – unfairness can make me cross and sad. Unfortunately, life is often unequal or unfair. I think all of us have a responsibility to make things as fair as possible. This includes challenging discrimination against people with learning disabilities and autistic people (and any other groups who may be treated unfairly). If I want to have good things for myself and for the people that I love, why shouldn’t everyone else want and expect to have good things for themselves and their loved ones too?

**Doing my best is important to me** – if I’m going to do something then I will try as hard as I can to be as good as I can, whether this is at work or in my hobbies. I expect to try hard and if something doesn’t work, try again. Whilst I would hope this of other people too, I try to be understanding when someone has had enough.

**Being part of a community is important to me** – there are lots of ways that a community can be defined or described. What is important to me is that I don’t live an isolated, individual-only life and that I am involved in communities that are important to me. For example, I am an active member of Brighton Gay Men’s Chorus through which I sing with friends, put on concerts and raise money for charities.

**Courage is important to me** – without courage it is hard to live your values and do what is right.

**Assume the best of each other** – where possible let’s avoid being offended and assume that we all have good intentions towards each other.

### How to support me well at work...

**Help me learn the things I don’t know** – this can range from telling me about something I need to learn or telling me if you think there’s something that I’m not seeing.

**Give me honest feedback** – if I do something wrong or make a mistake, please tell me. I won’t be cross at being given the feedback (although may be cross with myself) but I will want to know if I’ve made a mistake so that I can do better next time.

**Listen to my views** – I won’t speak just for the sake of saying something, but where I have a view or opinion I would like to be listened to and my opinion to be respected, even if we don’t agree and do something else!

**Give me clear and accurate information** – If I am making decisions, I like to have information. This can come from a range of sources from financial data to the views of people that Dimensions support. Where information is missing or unclear, let me know so I can take this into account when making a decision.

**Avoid surprises** – Things will go wrong from time to time, please tell me about this early. Problems we know about we can fix, but those we don’t know about will become a bigger problem in the future.