

Ask the expert: Sensitivity Jenn Granneman

What does it mean to be 'sensitive'

You respond more to stimulation in the world around you. Your mind is wired to go deep, where other people's might only skim the surface.

Sensitivity check-list

How many actions and behaviours of sensitive people do you recognise in yourself?

- Need time to **pause** before acting
- Notice subtle **details** others don't
- Absorb other people's **emotions**
- Highly **reflective**
- Easily **over-stimulated** by people and places

Coach yourself questions

What are your signals of over-stimulation?



What routines and rituals help you stay balanced?



Seeing sensitivity as a talent and not just a trait

By better spotting and supporting sensitive people at work, we can benefit from the value they contribute to teams with their unique talents.



High performance



Detail orientation



Relationship building





Pattern spotting



Ideas for action



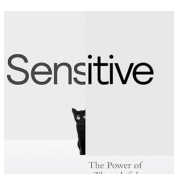
If you identify as a sensitive person:

-  **1. Build in breaks**
Back-to-back meetings are likely to trigger feelings of overwhelm. *Look ahead at your diary and reduce the number/duration of your meetings.*
-  **2. Set-up your space**
Be conscious of what a good workspace looks like for you. *At the end of every day, take time to put your office or desk back to your ideal so that you start well the next day.*

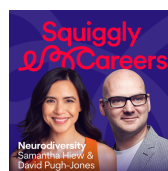
If you manage/mentor a sensitive person:

-  **1. Support don't solve**
Ask 'what do you need to work at your best?'. Be open to their suggestions and use a pilot approach for anything that feels uncomfortable or new.
-  **2. Involve don't assume**
Sensitive people pick-up signals you might not. They sense how a team might be feeling and see what might need to change. *Ask for their input and involve them in your thinking.*

Recommended resources



Sensitive:
The Power of a Thoughtful Mind
in an Overwhelming World
book written by Jenn Granneman and Andre Sóló



Neurodiversity at work
Squiggly Careers Episode #329 with Dr Samantha Hiew, Founder of ADHD Girls and David Pugh-Jones, Trustee of Neurodiversity in Business