

Stories Behind the Cases

Self-regulation's role in returning to work



Steven's story

Steven, an IT specialist, was in his thirties when he experienced a traumatic brain injury (TBI) in an accident at home.

The injury impacted him with a variety of symptoms, affecting his previous coping strategies for ADHD traits and dyslexia. And with the hopes of soon having a family, ***in what direction would his future take him?***

The need

Steven's TBI resulted in many complex symptoms that included anxiety, sensitivity to light and sound, and cognitive overload. When Krysalis was alerted and a referral was made, Steven had returned to work after just a couple of months, despite suffering issues with his cognitive function surrounding routine and his high-demand workload.

Steven's employers were incredibly supportive post-injury, but they couldn't help him alone. It was requested that Krysalis explore Steven's potential to return to work and build on his hopes for the future.



The question

Our Occupational Therapist, Nichola, discovered during Steven's assessment that prior to his injury he had ADHD traits and dyslexia. And most importantly, the coping strategies he had in place to deal with the symptoms had been affected by his brain injury.

She knew his return to work had been premature, and that due to his injury, re-entering the workplace would have to start at a grass-roots level. Steven's needs needed careful consideration, which led Nichola to ask the hardest question of all:

"WAS STEVEN'S ROLE AT WORK SUSTAINABLE, AND IF SO, HOW?"

“Due to his own personal upbringing and his dyslexia diagnosis, Steven had developed strong resilience and solid self-management strategies which, prior to his injury, had served him well.”

Occupational Therapist,
Nichola Shellum



“ I am a natural workaholic and never gave myself the time to heal, let go or reflect. I am still a workaholic, but I have been able to use the tools to learn how to switch off that constant drive and give myself the best chance. ”

Steven



Seeing the whole picture

Nichola worked with Steven therapeutically online, and she took trips to his work to understand his needs face-to-face. This included supporting Steven with a presentation to his colleagues about his injury, to help build a greater understanding of his needs.

Steven struggled with self-regulation and sensory overwhelm, so Nichola introduced calming strategies to help his brain order sensory information effectively. Recommendations for a ‘rest and reset’ program involving nature were implemented.

There was also a focus on physical exercise for sensory and structural needs.



Nichola Shellum
Occupational Therapist

Specialist support

To aid Steven’s cognitive function for work tasks, Nichola suggested mind-mapping, vision boards, and ergonomic equipment.

The importance of proprioceptive input for body awareness and motor control during the workday was emphasised, and activities like gardening and digging were suggested.

Wind-down strategies for restful sleep such as compression sheets and yoga were also implemented, in order to help Steven feel better and rested for his work days.

“ It is nice to see Steven growing in confidence and being more assertive. It’s important to remember this is a long walk, not a race. ”

Steven’s employer

“DID STEVEN GO BACK TO WORK?”

With Nichola’s guidance, Steven is now performing well at work, having returned part time and consistently participating in meetings and increasing his workload.

The expert intervention provided Steven with the opportunity to provide for his family, and now as a father, it has steered him towards a bigger and brighter future.



Neuro Rewire

For individuals with clear work potential at assessment

- What **Goal orientated vocational rehab pathways**
- Programme **Treatment**
- Expected duration of programme **0 - 12 months**

Triage

Traumatic brain injury

Neuro Assess

Symptom impact **moderate**
Work status **not working**
Work fitness analysis **not fit for work**



Steven's Symptoms

Sensory disturbance
Anxiety
Irritability and short tempered
Attention deficit
Communication challenges



Steven's Progress review

Work stationary re-design
Cognitive evaluation
Medication for mood
Sensory evaluation

Neuro Rehab

Planned sessions **40**

Target work hours **21.5**

Key activities

Work simulation **Yes**
Work hours **0**

Key activities

Work simulation **Yes**
Work hours **0**



Steven's Progress review

Improved sensory regulation
Improved wellbeing
Workplace routines in place
Wellbeing improving

Key activities

Work simulation **No longer req.**
Work hours **10**



Steven's Progress review

Confirmed adjustments to role
Improved work interactions
Reducing anxiety



Steven's Achievements

Clarity of need
Happy employer
Clarity around future potential

Key activities

Work simulation **No longer req.**
Work hours **20**

Work outcomes

Actual work hours **20**
Work fitness **fit for modified work**
Work status **working**

Neuro Logical from Krysalis is a dedicated service for the workplace helping individuals, as well as insurance providers and employers, to understand work capabilities and overcome challenges.

neuro:logical
that makes sense.



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Steven's employer



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...realising potential, transforming lives