**Julie Jaggin Transcript**

Julie Jaggin: Okay well Thank you everyone who's tuning in however you're accessing this, my name is Judy Jacqueline, I'm a solicitor, and I also have a clinical diagnosis of ASD. And I'm going to be obviously referencing points that are relevant for people with ASD and Asperger's, but just for sort of ease of reference, when I say ASD, I’m not leaving you know, the pre 2013 DSM diagnosis or other diagnoses out it's just for brevity. I was, I suppose, what you would call a late diagnosed Aspie, I was diagnosed at 41, which made a lot of things click into place and was a genuine relief to me. Despite not knowing about my diagnosis, I am a solicitor, and I work in Central London. And so somewhere along the line, despite not knowing about my diagnosis, I’ve got a few things right, probably, so that's why I’m here to offer you some insights about my experiences. And it doesn't work for everybody and I’m not saying that anything I say today is Gospel it's literally just my view about what's helped me with some of the difficulties I have, and maybe you'll find some value in that. So interviews, they're coming at an interesting stage in your lives because you're coming out of a very structured time in your life. When with the academic studies that you've been undertaking, it's quite logical you put the work in, most of the time, the output is you get the result that you deserve. It's very, very logical, and its almost as if you've got to leave that as a marker in your life because going into the interview process and applying that knowledge into the world of work, it's looking at it entirely different skill set and how to keep a job as a whole, huge topic in itself that I'm not going to go into. I'm just going to focus on the initial gateway stages, you know getting the interview, and all the particular issues that it can raise, and certainly has raised for me as an as an Aspie. But I’m overwhelmingly positive. I'm very proud of who I am, I love my brain, it wouldn't be me if it was wired any differently. So I want everyone going into this interview process to acknowledge that it's probably framed around neurotypicals and there are going to be some difficulties but it's not unmanageable. I think the first thing that from my own personal experience, bearing in mind I’m a solicitor, so my background is very much in the corporate world where it naturally attracts very competitive people. That can have competing agendas that if you can't read them, that's not necessarily bearing well for you, so sort of bear beat in mind. But my personal experience is that there's just a lack of awareness. If you use the term autism, or you describe yourself as autistic. The person you're talking to is probably going to think rain man, Sheldon, or some generic negative, you know person that's lacking something. And I think it's probably going to get better over time, but it's going to get better because of us and sort of demonstrating walking. Talk the talk and walking the walk to say, and demonstrating that we have a particular strengths in the workplace. I would just be cautious of any firm that you're approaching that no matter what their website says about diversity wait till you get there, wait till you get a feel of you know, you can gauge what that culture is, which is difficult to do at the interview process but don't think that it's automatically a green light for you to just blurt out, I’m autistic at that firm because it presents itself as positive and groovy on its website. It's going to treat that information in a way that's productive for you. So I put on the slides and the importance of getting to know your spiky profile, that's not in any way a pejorative term. Most of you will hopefully have heard of the spiky profile of autistic strengths and weaknesses and neurotypicals tend to be more all rounders in general, and we will be extremely good at some things and we will be extremely bad at others. There is some neuroplasticity. We can even out some skills, but you know generally we're going to have that spiky profile, so some things very good some things very bad. But the good things we can do, we can do them better than most people, and I think it's one of those real strengths, that you can really get to know that and get to selling that, in a way that gets out ahead of the interview. Temple Grandin famously said that she got nowhere at the early stage of her career, hopefully, I might be showing my age, but hopefully some of you have heard of Temple Grandin. She got nowhere when she approached periodicals and other academic institutions, you know, to demonstrate it to hire her or to give her work. But when she had her portfolio ready and demonstrated her work, then they did, she got out ahead of those processes that are naturally more difficult for people with ASD. So in the same way it can be quite useful to maybe have your own websites, if you're particularly good at writing, maybe a blog and if you have contacts, or can somehow get an internship at, you know, a company that can be really useful. And also, if you have one of your particular strengths in music and the way you play music demonstrates attention to detail, or the way you can write a blog demonstrates good expression. These are all good marketable traits that when you're applying to a firm, you can say, hey look at this check out this link, and it's a way of sort of really putting the spotlight on that superpower. And sometimes Aspies can be a bit apologetic, or overly apologetic, or not confident enough in pushing that strength, but that’s something to think about. And disclosing, whether you disclose or not. I'm going to be like everybody else and give you the stock answer which is it's personal it's entirely personal to you. It depends on the type of industry you're going into, I mean if you're working for example, I don't know, I used to have a summer job about 20 years ago as a waitress and I can recall working with people that were perfectly pleasant, but were absolutely on the spectrum. And I it was kind of known that they had a particular way of doing things and that was accommodated but it wasn't a big deal it for the type of work that they were doing. It was great, and actually it was a strength because they knew they could tell that person to get on with something, and they would not stop until it was done. And again just going back to my own experience, in law, which is a corporate environment. People just don't know, and so I would be cautious generally of just blurting out, you know I’m autistic, because what you're doing is you're putting the work on to someone else of actually unravelling what that means. As I said at the beginning, because people don't know any better and what they do know is generally negative, you know we like things to be specific and practical. Again I don't speak for the entire Aspie race by the way. I should say it's more my own take. But I think what's a smarter thing to do, whatever job you're going into is to think well what are the practical implications of how I present, my particular difficulties, and how is it going to bear out in the interaction i'm going to have with these people or the job I’m doing. So, for example, in my own case, I hate overhead lighting, I mean, hopefully, you can see me I’ve got very dimmed lights on which, I usually don't. But those horrible overhead strip lights that you get in hospitals and schools and a lot of workplaces, it's just game over I literally cannot concentrate. So I would say, and this is following the suggestion of Professor Tony Attwood which, hopefully, some of you have heard of as well. I'm the sort of person who, I find it difficult to work in really bright environments. I get headaches, or it means I’m very unproductive. So I’m the sort of person who would need somewhere that's a little bit darker to work in. And I think, for my part, at least, that sort of changes the emphasis, where you just say I’ve got ASD, I've got Asperger's. And then you're pushing the task on to the other person, as I say, of unpacking all that. Whereas, if you think about well, do they need to know that I rearrange my desk for 20 minutes before I can actually get started. Probably not, especially in this post-covid world where a lot of people are working at home. But they probably would need to know about your light sensitivity if they're going to put you in an open plan office, which has lots of sensory joy's, which again is a topic for another time. So I'll gallop the pace a bit, because I’ve possibly gone off on a tangent which you know I’m very fond of doing but yeah, be smart with the overall process. One of the things in general is that we have a strong sense of social justice, we don't tend to have agendas, we are very honest people. So I think if you're thinking about well, I don't want to hide anything, just be a bit smart about the process and think, maybe I could just tell them some practical things now. And then, when they get to know me further down the line, they could say oh, I have ASD and someone will think, oh that's why it looks like you just need to disappear after a meeting, you sometimes need to wear your sunglasses, oh, I get it. And that's kind of bottom up teaching, that's us showing we can do it, when we know what our needs are and we can accommodate that. And also with them, with this stage of your career, as I said, the academic stage is very structured, input in and you get the result, more or less, that you deserve out. And again, just speaking personally from my industry, and I've been involved in interview processes as well. Everyone's got 2:1s and firsts, again just speaking from my own industry. So you know we're looking for someone who's got a skill that’s sort of off the page. So, for example, if someone had said on their CV, I’ve set up my own website, or there's some way I can sort of interact with this person, and they can show what their strengths are ahead of the meeting. You know, I might look on YouTube, I might look on their website and think okay well that tells me that they demonstrate something about them, that's interesting. And they've had the hutzpah, to put it on their CV. And the interviews, the whole process is really, how do we differentiate between these 2:1s and firsts. Again just for my industry, and I would say in general, because I’ve been part of that process, I’m looking at you are you going to annoy me if I have to sit with you 10 hours a day. Are you going to bring something to the party. I’m not sugar-coating it, I’ve sat with the partners before and after the meeting and that's literally it. They're talking about things like, I can't stand that person's aftershave, or this person keeps saying like after every sentence. Just funny things that a different person on a different day it wouldn't matter, but you get the idea. They're trying to gauge, can they stand being around you for 10 hours a day back in the day when we're all in the office. Right, we're halfway through, and I think I need to gallop a pace a little bit, so. I think the best preparation, whatever industry you're going into is to get your mindset right. Don't be apologetic, no one with ASD ever needs to needs to apologize, there's nothing wrong with it, it's just difference. The only issues really are neurotypical attitudes to it, and that is going to change when we from the bottom up, demonstrate, we can do it when we know our strengths and we know how much things cost us in terms of energy depletion. But we can deal with it, so there's absolutely no reason for anyone to not go into an interview and have that confidence about their superpowers from their spiky profile, or the passion, we have. I mean talking for myself, I have certain issues with emotional regulation, I can feel things very intensely. I have to switch off certain adverts because they upset me, you know for charities. But the flip side of that is that when you really are interested in something, it comes out and it's infectious, and it's a wonderful thing. There's are too many people in the world that are vanilla and are happy to have that spirit crushed, so no if you have a passion for that subject and it comes out of who you are and how you can be useful. Go in there with that confidence, be clear what your strengths are, and it sounds very cheesy but it's good if you can write them down. We love a good list so if you write a list of what your strengths are and practice saying them because it's like saying, you know, foreign words when you're learning a language. If you just read it, and you don't practice it out loud it's going to come out strange. And when a conversation presents itself it's not going to be as fluent, and this is the same thing when you're in an interview it's going to be a stressful situation. You need to have something that's ready that that's that sounds natural but fluent and practiced and sometimes it. And sometimes if you just learn things in an abstract way without practicing them, you can stumble over your words. You can not present yourself in the best way, so yeah. Make a list, say them in front of the mirror see what your gestures are, how you come across as you're saying it. Get a nice friend to maybe evaluate it if you're concerned about, when you see me and I'm moving my hands here because I feel comfortable for the purposes of this webinar to do it. I possibly wouldn't do that in an interview, it can be quite distracting, apologies if it's distracting anybody here. And yeah exude your own natural confidence. if you don't believe that you're good enough to do this job why should they. So walk in there, the same as every other neurotypical person, who do believes in themselves. Don’t have any doubt, because if you don't believe in you, why should the firm that's hiring you. Personally, I haven't met an autistic person yet that doesn't have some sort of issue with anxiety it's a constant companion. It's always there, it's just what degree it's there and having an interview, obviously it's going to provoke that anxiety.

**So it personally fit fit for me um it's been good to do meditation first thing in the morning is really helpful because that tends to be when anxiety Spikes which can be for absolutely no reason whatsoever just being alive.**

But yeah just to have that meditation to just to get back to. Just concentrating on the breath, I found is really helpful. And if you're concerned that the anxiety is somehow going to be overwhelming at some point in the interview, start practicing it now, just like five or 10 minutes a day. And on the day of the interview find yourself at least 10 minutes, where you just literally think nothing, or just think of your breath, just so that you get yourself into some sort of neutral space.

**And i'll go to the next slide just just a time.**

**121**

**00:22:23.640 --> 00:22:33.720**

**Julie Jaggin: practical points again this is um**

This is just from from my own experience, but I’m one of these people, I can get lost walking in a straight line. You know, I've got a master's degree in law from Cambridge University, but if I go to a toilet in a building I can't find my way back it's that bad.

**So for that particular reason, what I do pretty much with any in-person meeting i've got is I do a dummy run and I would encourage you, if you are doing an in-person meeting, hopefully life is getting back to normal that they will still be happening, and you know, trying to train, you know, is it is it Okay, if you missed that particular train, have you haven't got time enough to get there, if you get the next train.**

**I got lost on the tube once because I couldn't read, where the northern line goes off into two different lines around kings cross and that caused me an awful lot of anxiety, but all good fun and yet gets.**

**128**

**00:23:38.640 --> 00:23:49.350**

**Julie Jaggin: Details for a taxi in case of absolute emergency and again that's sort of minimizing your anxiety because you know you know gosh if if Armageddon happens i'm okay.**

**129**

**00:23:50.550 --> 00:24:08.520**

**Julie Jaggin: that's that's just what works for me and virtual meetings technology is a wonderful thing, but good Lord it's stressful when it goes wrong, so if you're having a virtual meeting check the link it's just common sense, I would say check it about 30 minutes before.**

**130**

**00:24:09.630 --> 00:24:10.380**

**Julie Jaggin: Because.**

**131**

**00:24:11.400 --> 00:24:19.350**

**Julie Jaggin: You know, sometimes things go wrong and who's the person to have a discrete phone call what's the name of the person in hr.**

**132**

**00:24:19.800 --> 00:24:33.300**

**Julie Jaggin: And they may not be around they may have gone to shoot you don't know, but all these things where you just think well if that person is not around i've got time to ask, I can you know it's it's it's enough time to sort of.**

**133**

**00:24:34.440 --> 00:24:44.700**

**Julie Jaggin: Make sure we can get there, and again i'm just thinking about anxiety and I personally try to have as clear a day as possible.**

**134**

**00:24:45.300 --> 00:24:54.030**

**Julie Jaggin: If i've got an interview, the day before, and to have some moderate exercise so nothing that's going to really strain you and make your muscles, a key.**

**135**

**00:24:54.390 --> 00:25:00.660**

**Julie Jaggin: But just something that guarantees that you know your your body's common off by the time you go to bed.**

**136**

**00:25:01.200 --> 00:25:14.460**

**Julie Jaggin: And that you're not lying there and you're just ruminating and ruminating and ruminating and you know by by the end of about three hours, the whole world is going to come down on you, or it can do, whereas if you.**

**137**

**00:25:14.880 --> 00:25:26.490**

**Julie Jaggin: Can kind of take control of your mind with some some physical preparation, the day before, and a very gentle way at least that guarantees that you get a good night's sleep and.**

**138**

**00:25:27.630 --> 00:25:38.970**

**Julie Jaggin: food as well um I don't know if anyone else has this, but sometimes they literally have to work out if i'm hungry and I can go for a walk and come back and i'm still none the wiser.**

**139**

**00:25:40.020 --> 00:25:41.430**

**Julie Jaggin: But just in general.**

**140**

**00:25:42.570 --> 00:25:53.250**

**Julie Jaggin: Because you know the brain can sometimes not tell you the right thing, on the day of the interview if again your anxieties spiked first thing in the morning.**

**141**

**00:25:54.570 --> 00:26:07.350**

**Julie Jaggin: How try try to pack something that you can eat at some point, even if it's just a bite so something like a banana or a bread roll you know something that's going to give you a little bit of energy.**

**142**

**00:26:07.860 --> 00:26:16.530**

**Julie Jaggin: And, and it means that you're not panicking if you get in the interview, and you think oh gosh my stomach's rumbling or I I feel.**

**143**

**00:26:17.100 --> 00:26:26.910**

**Julie Jaggin: I I feel i'm you know something bad is going to happen, because you suddenly out of nowhere get that that sort of dropping your stomach leaving got really, really hungry.**

**144**

**00:26:28.650 --> 00:26:34.260**

**Julie Jaggin: And yeah as long as it's not sort of messy food because neurotypical have sensory issues to.**

**145**

**00:26:35.670 --> 00:26:37.560**

**Julie Jaggin: Just in a different way.**

**146**

**00:26:39.420 --> 00:26:42.000**

**Julie Jaggin: Of go to the next slide, if I may.**

**147**

**00:26:45.420 --> 00:26:56.820**

**Julie Jaggin: And so you know the interview itself, I finally got the you know it's it's going to be a challenge but it's not insurmountable you can do it.**

**148**

**00:26:57.270 --> 00:27:10.140**

**Julie Jaggin: And it's just like dating it's going to be, you know all this sort of game playing asking really big broad abstract questions to find out, am I gonna like working with you.**

**149**

**00:27:11.130 --> 00:27:19.740**

**Julie Jaggin: it's kind of a given that you know your stuff because you know your academic profile tells me, but I want to know what kind of person, you are.**

**150**

**00:27:20.550 --> 00:27:23.520**

**Julie Jaggin: Our clients going to like you, are the partners.**

**151**

**00:27:23.970 --> 00:27:35.940**

**Julie Jaggin: You know, going to get on with you, are you going to be useful asset, just like any other asset that that bringing into their business are you going to be useful, or are you going to be an annoying and the liability.**

**152**

**00:27:36.420 --> 00:27:49.650**

**Julie Jaggin: Obviously they're not going to ask these questions out right so that's why we have all this just stuff around these really broad abstract questions so i've put and i've put some here on the paper.**

**153**

**00:27:51.060 --> 00:27:57.690**

**Julie Jaggin: Like tell tell me about yourself That to me is as bad as how are you I don't know i'm alive.**

**154**

**00:27:58.350 --> 00:28:14.460**

**Julie Jaggin: I I got up half an hour earlier than I usually I mean it's huge you know you could do a David copperfield I was, I was born and I know what people are expecting me to say, most of the time they really don't care so yeah i'm fine thanks blah blah blah.**

**155**

**00:28:15.630 --> 00:28:19.470**

**Julie Jaggin: So in this context, when someone's saying tell me about yourself.**

**156**

**00:28:22.170 --> 00:28:27.780**

**Julie Jaggin: I think it's good to sort of have an internal track to be and what I mean by that is.**

**157**

**00:28:28.230 --> 00:28:41.400**

**Julie Jaggin: Remember what i've said about what are their core objectives, you know how are you going to get on with people, how are you going to fit in and in answering all of these questions, how is what i'm saying going to give.**

**158**

**00:28:42.960 --> 00:28:56.550**

**Julie Jaggin: A positive suggestion of how i'm going to be in that workplace it helps if you can visualize yourself how how you're going to be working there, what sort of projects you'd be working on.**

**159**

**00:28:56.970 --> 00:29:06.660**

**Julie Jaggin: So tell me about yourself is really are you the kind of person, we want to work with so again thinking about that internal tractor beam you know.**

**160**

**00:29:07.710 --> 00:29:17.520**

**Julie Jaggin: don't say I could you know gosh I could waste an entire Saturday afternoon watching documentaries about serial killers, you know, even if that's something you do it.**

**161**

**00:29:19.410 --> 00:29:27.450**

**Julie Jaggin: I you know I I possibly say something about your relationship status if if you're in a committed relationship if you're married maybe.**

**162**

**00:29:27.870 --> 00:29:39.990**

**Julie Jaggin: And, but bearing in mind the audience probably not but you know say i'm X age, I live here I I i'm just at this stage in my studies.**

**163**

**00:29:40.620 --> 00:29:46.410**

**Julie Jaggin: And you know they want to know you've got a life outside work as well, so.**

**164**

**00:29:47.160 --> 00:29:58.380**

**Julie Jaggin: That that's really, really important, so if you can possibly say something about sort of what you enjoy doing, preferably if it's something with other people, even if it's just you know I like spending time with my family I like.**

**165**

**00:29:59.220 --> 00:30:12.450**

**Julie Jaggin: going to the pub it's something that creates an impression of an all round person and I appreciate that you know you might be listening to what i'm saying that will that that's masking that's bending.**

**166**

**00:30:13.650 --> 00:30:14.040**

**Julie Jaggin: But.**

**167**

**00:30:17.190 --> 00:30:28.230**

**Julie Jaggin: A to some extent, if we we want some resources from a neurotypical world we have to buy into you know that agenda how things are structured, you know.**

**168**

**00:30:28.590 --> 00:30:35.490**

**Julie Jaggin: That even even if we're the most honest people in the world they're not going to believe us if they ask a direct question I.**

**169**

**00:30:35.820 --> 00:30:46.620**

**Julie Jaggin: I, are you a nice person to work with and are you going to be an asset and you say yes, and my evidence for this is X, Y zed you know they don't work like that they have to play these these games around these abstract questions.**

**170**

**00:30:47.820 --> 00:30:50.820**

**Julie Jaggin: i'll do i'll do one more.**

**171**

**00:30:51.930 --> 00:30:57.660**

**Julie Jaggin: Which is what would you do if you're in a meeting with your supervisor and they gave wrong advice.**

**172**

**00:30:59.580 --> 00:31:09.990**

**Julie Jaggin: You don't need me to say that will hopefully you don't mean to say that you're wrong, you know in front of the client because that's not going to be, even if you know in our search for the truth.**

**173**

**00:31:10.440 --> 00:31:21.120**

**Julie Jaggin: And that is absolutely right, and you know, possibly novel wouldn't have happened if there'd been an SP employer, standing up to their boss and saying no they're wrong but.**

**174**

**00:31:21.630 --> 00:31:35.790**

**Julie Jaggin: we're very principled people, but again they're trying to get it, this is a tricky situation, how do you make sure you fulfill your duties to the clients, make sure they've got the right advice, but also that you don't.**

**175**

**00:31:37.140 --> 00:31:45.060**

**Julie Jaggin: Put your supervisor in a difficult position because remember they've got other agendas, they are not going to thank you for making them look good in front of a client so.**

**176**

**00:31:45.420 --> 00:32:04.440**

**Julie Jaggin: For example, you could say something along the lines of I think that point is quite detailed, I mean we could follow that I could follow that up for you, after the meeting and, and that is sort of tipping the nod to your Supervisor to shut up, and also that you're you're kind of taking.**

**177**

**00:32:06.330 --> 00:32:18.510**

**Julie Jaggin: Some some some of his or her mess away from them look i'll look into it for you i'll follow this bit up with the client possibly something along those lines, but you know not saying you're wrong, and you know.**

**178**

**00:32:19.020 --> 00:32:27.270**

**Julie Jaggin: The implications that will have your supervisor and i'm conscious i'm just going at a time, so if anyone wants to.**

**179**

**00:32:28.140 --> 00:32:39.270**

**Julie Jaggin: I didn't ask any follow up questions about this or or talk through some of the suggested questions in more detail later I i'm happy to do that, but just a very, very quickly.**

**180**

**00:32:39.960 --> 00:32:46.410**

**Julie Jaggin: Bottom out that the point sent in my final slide I just direct you to the last bullet point really.**

**181**

**00:32:47.370 --> 00:32:57.330**

**Julie Jaggin: Think of those bullet points as your tractor beam so when someone's are asking you this broad ridiculous question about you know what items, do you want to take to a desert island.**

**182**

**00:32:57.660 --> 00:33:13.950**

**Julie Jaggin: you've got that in a mechanism that draws it back in water they trying to get out what is their common agenda, and I would say that their internal core questions their common agenda at those three points there can they get on with the job productively and not be a liability.**

**183**

**00:33:15.000 --> 00:33:20.040**

**Julie Jaggin: Will they get on with the team and the clients and do they reflect our values.**

**184**

**00:33:21.510 --> 00:33:32.970**

**Julie Jaggin: You know there's all sorts of stuff in there about difficulties you might have with that, but just for the purposes of today that's what I would say, is any question that's coming to you.**

**185**

**00:33:33.570 --> 00:33:45.330**

**Julie Jaggin: In a moment of panic just think right, this is what they're trying to get out and and then you've got a much narrower more specific context they're giving you broad.**

**186**

**00:33:45.690 --> 00:34:02.760**

**Julie Jaggin: Questions but you've got the power to bring it in and bring out the strengths that you've thought about and practice in front of the mirror right i'm definitely over time now, so I will stop and allow any questions to come through either now or after the session Karen.**

**187**

**00:34:04.200 --> 00:34:15.570**

**Keren Coney: Thank you, thank you so much, I i've written lots of notes, I found that so helpful and just as a yes so much of what you were saying was was was really interesting and and really useful and.**

**188**

**00:34:16.110 --> 00:34:33.390**

**Keren Coney: I wanted yet if anyone here wants to ask any questions I got out loud, or, to put in the chat and what i'll do is i'll stop sharing and and just yeah if anyone wants to put anything in the chat there, then, then please do.**

**189**

**00:34:34.530 --> 00:34:41.250**

**Keren Coney: And so, so so yeah and and whilst maybe people are doing that I was wondering if I could ask a question.**

**190**

**00:34:41.250 --> 00:34:42.180**

**Julie Jaggin: Sure sure true.**

**191**

**00:34:42.360 --> 00:35:00.960**

**Keren Coney: yeah just stem about save someone did and feel like they needed and sort of adjustments before the interview say if it was saying they were worried about eye contact, for example, and yeah do you are you aware, and your experience and your country of them.**

**192**

**00:35:02.280 --> 00:35:06.690**

**Keren Coney: sort of where adjustments have been put in place it's the one that's disclose that they have.**

**193**

**00:35:07.200 --> 00:35:09.150**

**Julie Jaggin: i'm i'm i'm only new.**

**194**

**00:35:10.590 --> 00:35:11.160**

**Julie Jaggin: Which is.**

**195**

**00:35:11.190 --> 00:35:12.750**

**Julie Jaggin: Which is absolutely fabulous.**

**196**

**00:35:13.890 --> 00:35:28.350**

**Julie Jaggin: I must say i'm in my previous firms um no, I have to say that it's it's it's only come up a couple of times you know and again that this is, while I.**

**197**

**00:35:31.140 --> 00:35:36.330**

**Julie Jaggin: A couple of times with with men but it's usually where things have gone wrong.**

**198**

**00:35:37.350 --> 00:35:44.640**

**Julie Jaggin: And you know by that time it's things things are a bit late but but I haven't had experience of anyone saying.**

**199**

**00:35:46.290 --> 00:35:49.680**

**Julie Jaggin: or anyone that got to the stage of being asked to the interview.**

**200**

**00:35:51.390 --> 00:35:55.170**

**Julie Jaggin: That adjustments should be made for them i'm afraid right now.**

**201**

**00:35:55.200 --> 00:35:58.500**

**Keren Coney: Thank you, I just remembered I said I would stop stop recording.**