



## IxDA Sydney Podcast

### S02 E10 - Therapy for Designers

Audio Transcript

**Sam:** [00:00:00] Hello and welcome to the latest episode of the Sydney IxDA Podcast. I'm Sam Hancock, and in this episode Vinita and Jess are chatting with the team at Therapy for designers. Simone, Benaz and Milly. We've all heard of career growth programs through ADPList and IxDA's mentoring program. Therapy for Designers is looking at doing this in a way that incorporates meaningful conversations, connections, food and wine. Creating a space for designers to safely share their challenges, be heard and learn to build a growth mindset and leadership capabilities as a group.

We'll be learning how Therapy for designers came to be, how it differs from other career growth programs and how they're planning on taking their learnings into scaling going forward.

Without further a due, let's jump straight in.

**Vinita Israni:** So welcome ,therapy for Designers. We have three very esteemed, co-directors, with us today. [00:01:00] We have Simone, we have Millie, and we have Be. So this is our first time facilitating a session with three different speakers, which will be pretty cool.

But we wanna start with, can you just start with telling us a little bit about Therapy for designers?

**Simone:** Hi everyone. Simon. Therapy for designers. Maybe I start the origin, how that can came too large in some way. Back when I was living in Italy I had this idea of getting five friends, designers, friends to my house, cook some pasta and talk about all the challenges that we had as designers.

Then I moved to Australia and I left the s spaghetti in, in Italy. But over time, like working in Designs and organizations. So with design teams, what I noticed that a lot of younger designs will come to me and with a question can you review my portfolio? What do you think? But the ultimate question, [00:02:00] actually, the secret hidden question was how do I grow?

What are the things I need to do or change? Right? And it's not checklist, first of all, we understand if it's, there's a gap in the industry and that where young designers need this kind of support and help, and how might we create that space for designers actually to come together and learn from each other and develop that growth mindset, leadership ability.



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And the real other reason I, I wanna kind of tap into this was there's a lot of out there in the market around Course. So training for leaders. So you're a leader, you can do this, you're a leader, you can do this. What about the younger designers? Younger in terms of like their career journey? So I spent a bit of like 2000 and was it 22?

Talking to a lot of people, understanding if that's what you see in the market as well. Is it just me? I, I'm and asked along the way, asking the same question and well, [00:03:00] the answer was yes, actually. You're on something here and it's the gap, it's, it's obvious. So why don't we do something? And yeah, along the way I met ARDS and asked, Hey, If you wanna help me, you have time and yeah.

And then last was like March. We actually launched like the, we wanted people to come and, and, and kind. I'm gonna use my product design or researcher hat, say We need to pilot this. We don't know if it's gonna work. So we open up to pilot group to test, and we did that in March. And then we have another three sessions so far.

**Vinita Israni:** That sounds awesome. And, and Millie, how did you come into that journey? I know Simon said he met you guys and you were interested, but kind of what brought you to the point where you said, yep, I'm, I'm in, we're we're doing this.[00:04:00]

**Milly:** Well,

**Benaz:** I actually met Simone in, you know, lockdown. We were all one in connection with other designers and I'd actually returned from living overseas, so I was like even more important for me to make that connection. So met Simone online, actually through a d p list. We were on a panel and then we went up for coffee and he approached me with this idea and that straight away, when he said that to me, I was like, absolutely.

Because personally for me, I've had. Something similar. When I transitioned into management, we had basically, it was like therapy for managers, like, you know, new managers. And I really needed that because I needed, there were a lot of questions and I was going through a lot of challenges and we didn't talk about work.

We talked about like all of the funky, weird stuff in between. And now when I'm like looking at my design team, We can work on the craft and I can give you feedback on that. And the design team can help with the craft, but it's those soft skills. And like even me when I was a designer throughout my career, the soft skills is [00:05:00] something that I've worked through over time.

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Like getting confident, you know, stop being a people pleaser, like start saying no. Dealing with feedback like that didn't come naturally to me. And so if we can, that was like the gap that I thought absolutely needed to get filled. And I, that's why I just jumped right in. I was like, yes, how can we help?

**Jessica:** What about you, ma? We'd love to hear your, your, your story as well.

**Milly:** Yeah. Yeah. Simona did contact me while he was kind of Noodling around on this idea and I had also been mentoring on ADP list quite a lot. I [00:06:00] have always been really interested in mentoring and I was kind of doing it informally. I thought ADP list was a really cool idea and.

I kind of got quickly swamped by request to mentor, especially after I joined Atlassian when I guess people were like, wow, she's at Atlassian. I'd love to get a mentoring session with her. And yeah, so I had to, I went through a whole lot of stages with a d p list and for me, one of the things that I'd been thinking about is how can I make this work?

Best for me and how can I maximize my impact and reach? And like Simona, I was starting to see patterns emerging, not just with the people I was mentoring on a d p list, but people I was mentoring at work and the people I was managing at work. And it's, it's interesting when you are a mentor who sees many, many different people, how you start to notice.

A lot of people have the same things that they're working through. So the idea of [00:07:00] running a group session, it is something you can do on ADP list online. But I had also just had a, an Italian experience which had really in, in like informed my kind of idea of what good could look like here, which is I went on a really beautiful yoga retreat to Tuscany.

And we spent a lot of time around the dinner table having really beautiful conversations and sharing pasta and wine. And I've always been really interested in, in that form of connection. So I liked that Simona and I had kind of aligned on this kind of concept which was very out of my field.

But also my other kind of piece of this puzzle is that I've done a lot of talking at meetups and conferences and, and all of that kind of thing, and I have. Over the years, become kind of bored of the idea of standing on a stage and talking at people. And I, and I think especially after Covid wanted to create a more participatory [00:08:00] experience where people could be kind of involved and.



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Speaking themselves and learning and, and doing something together rather than being passive. Like I think we're all so sick of being passive, sitting on the end of the zoom call and like having someone talk at us. So I think, yeah, all of those things combined, we. We found like a, a lot of alignment on creating the concept and, and bringing the pilot together.

**Jessica:** Wow, that sounds really fun.

And, I think there's a, I guess a common point here that you'all have all mentioned that, a d p list as a starting point. And I X D also runs a mentoring program as well. I am curious to to know though, what do you think kind of sets you guys apart as therapy for designers compared to the other platforms?

**Simone:** There's two, actually, two component. One, it's a group component, right? You might have a direct mentoring one-on-one coaching, but group in person to get together.

When we have like an hour, an hour and a half, we discuss the share challenges. It's [00:09:00] group. When it say group, it's a small group, or we say up to six people is because you can be an activist in a room. As I say, we are probably tired to just go to a conference, so meet up and someone talks to you like how can actually be a part of the conversation as well.

And the second part, it's. Connecting over food. And I'm not talking about Domino's Pizza. We talk about good food, right. One of ideas like food and budget this month, grocery was like, I'll make a lasagna. Someone will make something and then we'll bring it to the table, right? Someone suggested like, I can bring next for the next session.

**Benaz:** I think what also stands out to me compared to the mentoring sessions is that the relationships, the cont continuity that like that, that this brings.

So in the pilot sessions that we've run, it's so cool seeing like, the designers come every month and then like they've form their own connections and then they're helping each other out. Like the three of us are [00:10:00] actually like, you know, our ideal thing is like we can take a step back. We're not even.

Speaking much in those sessions, but each one of them are coming in helping each other. They add each other on LinkedIn afterwards. They're forming their own mini communities within our larger community.



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**Milly:** Yeah that was definitely part of the initial vision was that we would kind of set up these groups of people and in fact, with our pilot, we tried to select people.

We had like quite a lot of applications and we tried to select a group of people who we thought had similar goals and who might be able to kind of vibe together more as a group and maybe bond and form more as a group based on those shared goals. And that kind of did prove out like with the people who were in that group have. I noticed the second time that they met that they had kind of a lot of commonality, especially I think there was one beautiful anecdote from our experience of watching the same group meet twice was there was one person who was quite [00:11:00] Reluctant to share and, and actually kind of said the first time she was like, I just wanted to listen, which is totally fine.

And then the second time we met, she shared a lot. She was like, I just felt so comfortable sharing a lot more after, like listening to the conversation last time. So we're able to enable people to kind of be privy to other people's vulnerability and and moments of, of intimacy, and then feel empowered and courageous to share that themselves, which was a really nice.

Thing that I don't think you can get in one-on-one sessions. The other thing that we, we really wanted to do, and this maybe a bit different, is that we really, it obviously because food has evolved, but it was really important to us to do it in person and have this be, you know, sitting together around a table and.

Even though there's so much cool stuff you can do online, you could absolutely do a group mentoring session and send everyone an Uber eat order and do it online. But [00:12:00] there's something really special about having the conversation that maybe is a bit difficult, like maybe someone's crying, like maybe we're going through some stuff together, and then.

Kind of getting up and then going to sit at the table and eating food and having a glass of wine and like breaking bread together. And I think that's really something that you don't get when you're online. And it's, you, you can do lots of things to, to bring people together as a facilitator, but there's something really special about not just being in person, but sharing, sharing something together and experience and a meal.

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**Vinita Israni:** love that. And it sounds like there's variables. I, one, I think it's great that you guys call it an experiment, right? So it's a little bit different each time. One of the constants



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is food, which is necessary, and it sounds like the one-on-one versus group is some of the variables. Are there other variables that you guys have thought through?

**Benaz:** Yeah. One other [00:13:00] thing we were talking about and experimenting with around the food concept was we wanted to get away from the office setting.

So the first session we ran it at open table where I work, and the office doesn't feel like an office, like they make it like restaurant. So that was a specific intention. Let's make it feel like we're not at the office. Second session was at Canberra, the brand new office. Doesn't feel like an office. What we have also explored and maybe we'll explore is also can we get out of the office?

Can we get, why don't we go to a restaurant together and just have a meal? So really getting out of the boundaries of work.

**Milly:** One of the other things that we've been thinking about and playing with was the idea of, like I said, you know, do we need to select people who all have the same goal or is there maybe value in bringing people with different goals together?

We spent a lot of time working on our intake survey for the first group, and then we kind of discussed for the [00:14:00] second group that we ran, which ended up being two groups that maybe, you know, we could be less. First about the exact kind of goals that they had in common. And I think that's I guess based on the insight that if you are self-selecting to be part of this group, you already share the fundamental common goal of being interested in growth, and conversation.

But the other thing that we've talked about and discussed at times, and it might be something to play with too, is doing more. Themed sessions, so sessions that are based around a certain concern, like this group is interested in this particular thing. But we are learning a lot from doing the sessions about how to balance structure with creating space for people to bring their own things and respond to things that are happening.

We ran some sessions that were around the same time as a lot of companies were doing layoffs, and so that wasn't something that we had included in our survey, but it was something that, you know, was top of mind and was something that we needed to discuss and we [00:15:00] can't predict everything that in everyone is gonna bring.



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There's so many different things that happen in, in life. So that's some of the, the variables that we're playing with is like how to. Create enough stability and structure that it's somewhat predictable and and understandable, but enough fluidity and creativity and, and openness in space so that people feel comfortable bringing any manner of thing to the group and being comfortable to share.

Yeah,

**Jessica:** That's really interesting. I almost feel like there's so many different ways you can. Facilitate the different formats and different venues, obviously different foods, which I'm all about. But I also do wonder, what are some themes that have come up that, you might consider exploring as the next set of experiments?

**Simone:** One thought we had was around how might we create dedicated channels to discuss some of the topics, the things, right. Yes, [00:16:00] we might have like two or three people that start a conversation and get together and explore, you know, the general things. So we saw something, I mean, on portfolio review or advice on interviews .

What if I should facilitate that conversation? Open a specific channels that. People can connect and seek support. The ultimate vision for me is like, this group is gonna help each other because there's different levels that they're, and so someone might experience something that might help a person and vice versa in other scenarios.

**Benaz:** Okay. Nothing, nothing too new of what you just said. I, I did love like the themes in terms of mini communities like Slack. I think I'd love to see the slack, but getting more engaged, people asking more questions. I was, I think the three of us was so excited when we saw. Channels being created of like a portfolio review. If you know, ADP list, like their Slack channel is a monster, but there's so much great stuff [00:17:00] in there. And so if we could create and see like, localized slacks, like, and, you know, and then people can like meet up in their own ways and kind of still bring that element of in-person, but connected through the slack, that would be really exciting.

**Milly:** A lot of what we've talked about has been building confidence at work, whether that's confidence to have a difficult conversation with your manager or maybe. Stand up for what you need in a project or even like in terms of your hours or how you're working. We've done, and when we kind of come to these conversations and we help. Talk through like what is holding those conversations back or maybe what's causing someone to feel unsure about

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whether they can do this. And then we've, built some patterns of interaction that we use together, like role-playing.

So after we kind of come to the [00:18:00] agreement, is the group about like, why we might wanna do something, we might jump into a role play or role play like, I'll be your manager, ask me the thing. And then, they do that, they get a sense of the fact that it's not gonna be a massive disaster. And what's really cool about these kind of things is that we've heard a couple of times that people have then gone and done the thing that they were scared about doing at work.

And they say to us, oh, I did the thing and it, and it was great. And it was fine, and I'm so glad that I did it, which is really lovely. So definitely confidence. I think there's been a lot of conversations around. Boundaries as well, like looking after your own mental health and burnout.

Making sure that you are, staying true to your values and doing things that are giving you energy rather than draining it from you. Then just like there's been a lot of. Stuff that's not even like asking for help, but just like wanted someone to tell, like, I just want to talk about this.

I just wanna process it. [00:19:00] I'm not even really looking for an action right now. I'm just looking. I just wanna share. I just want someone to talk to. And it's been really interesting to see how different people at different levels with different experiences kind of agree or learn or give advice.

**Vinita Israni:** I like that a lot. Like almost using the design methods on the designers in some way with the, the role playing, which is fabulous. So, question around that. So with the, Diversity of people that are in the room as well. How do you guys do that kind of facilitation, right? So part of it's snatching, matching, managing energy levels.

Do you each have different slight facilitation styles? What have you, what have you learned about your facilitation style, but then also how it comes together in this context?

**Milly:** I have found it really, interesting working with other facilitators in the same group. We also tried one where we split into [00:20:00] two groups and we had another facilitator join us. We definitely do have different styles, but they're very complimentary and We have to share the duties as well because there are other things that need to happen, like getting the food and, and all letting people in and stuff like that.



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So it's quite fluid. We start with a round the world check-in where everyone passes the micro introduces themselves and, and where they're at. And essentially like we ask 'em to bring, a goal or something they're interested in talking about in this session. And as they do that, I learned very quickly that I needed to write all of that down. So I have everyone's name in a TLDR about why they're there, and I think we've all done a kickoff before, but after you kind of listen to everyone's concerns, you can kind of formulate. A leading question that helps to start a conversation that maybe a few people might be interested in, or sometime it is just, sometimes it's just really, really clear that you need to start with one person because they maybe are like [00:21:00] more upset about something or like, you know, it's something you just seems really urgent. You have to be a bit sensitive to the, the situation. And then, One of the thing that, that we are learning is, is interesting to play with, is like within the boundaries of the time, I think we've had like two hour long conversations. But there's a, you know, there's six people there.

So how do you balance the time between those six different people and there's some kind of natural rhythms to the conversation that you can follow, and then there's a little bit of intentional. Maybe drawing certain people in or like moving the conversation in a different direction so that we don't get too stuck.

And that's where we have to have like e s P together and just be kind of like sending each other little signals to figure out like how we, we kind of move in the right direction. And that's, kind of a nice way when you have multiple facilitators, someone can be like, okay, so maybe, we'll, we'll move on to this person.

Or like, How about this and relate it to [00:22:00] someone else's thing so you can kind of like, it's hard to do that if you're a single facilitator. There's a little bit of like I think Simone's a really good He's really good at, at pulling us into things like role play or, or kind of finding little circuit breakers to get out of tricky thinking patterns.

Vanessa has a really like curious style. She's asks interesting questions of people and she really has like a warmth that allows people to open up to her.

I have the way I would describe, it's like a very much a coaching style where I'm like, I want this person to get to this point, and I'm gonna ask you a series of questions to try to get you to that point to see if I can do that within this conversation.



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**Simone:** We, help people to reflect and keep asking question until actually they've reached the point understanding and the understanding to other. As part of the therapy for designers, it's designers to designers. My wife is a clinical psychologist, right? And she will do [00:23:00] therapy session 1 0 1 with a client.

But if a person says, Abba, I have problem with my design system. She will not understand what the, that will go through, right? Me, myself, and will ask specific questions actually related to that issue going through. So that's the other part of we can facilitate that in that in that way.

**Benaz:** Yeah, we could talk for hours. I love the question about like the, the three of us at different facilitation styles. I personally have learnt so much from Milli and Simone. I think I asked Millie one point, I was like, what makes you ask these great questions?

The two of them I found so inspiring, Millie, the way you've sums it up. Yep. You know, you are really direct and you really make the designers really think and they surprise themselves. Like we've had the aha moments in that, in those sessions and that's been amazing.

And then Simone, yeah, the [00:24:00] creativity that you bring into those sessions, it's, it is, I do think it's really complimentary. And yeah, then we bring it back to the designers and it's. So great seeing the designers starting asking questions to the others. They're asking more open questions and they're asking leading questions.

So I think it's a great learning

**Milly:** experience for all of us.

One of the things that's really cool as well is that, you know, we talk about having the session and then the dinner, but the conversation just blends and you know, you've had the conversation that's like maybe more difficult and then everyone kind of takes like a big sigh and then we go and like grab a glass of wine and have some food.

And I've noticed some like really awesome moments. Happen even over that as well cuz then you've got everyone really interacting quite differently and , has shared some like personal stories that I think I've been thinking about some of the stories that you shared, which is so nice because like we are, we've all been doing this for like quite a long time.



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You know, we've all been in the design space for, I don't know, 10 plus years. And there was a story that you shared about when you moved to San [00:25:00] Francisco and I think that was really. It's really nice for some younger designers to meet some people with more experience and get to know them in a personal way too.

So it's, it's really nice the way that we can kind of bookend the experience with that more personal connection and, and story sharing as well.

**Jessica:** Yeah, so we'll thank you for sharing all the, the stories and some of the causations that. You guys have been facilitating through therapy for designers. And I think there's one, something really special there about, you know, making these connections and having these conversations.

Like that's something that's really hard to scale, and I, I am curious to know, as you guys grow and scale, I guess some of your experiments. What are you thinking in the future to maintain that human connection and that vibe that you mentioned?

**Simone:** I think the word scale is something that's quite scary in a sense. Like, damn, how we gonna do that? And then this is like the, the side hustle is not like, maybe like, and. That's why like recently we [00:26:00] changed to to open up, be like a regular monthly you come.

This is the spot available and you can join us. And this is what we see at the moment. The way we can sustain this, that means if we're doing this way, we can have one event monthly in Melbourne and we might have another one in Sydney. I love you. And then maybe, we'll, someone messaged me today, said Brisbane.

I'm happy to help. Right. Now the food in this way could be sustainable. We can still help the designers. And the other part is, you know, how can we expand every more facilitators, right? Yeah. We are the core. We need support in that sense as well. And Yeah, this is some of the thinking that we have in terms of our next steps and terms of making this sustainable for us, for designers out there as well, so of consideration.[00:27:00]

**Benaz:** Yeah, we've thought about a lot of different things to make it stay the same, like essence of what we learned from the pilot and then also make sure, as we've all said, to, you know, ensure we like help as many people. One of the other things that we've also to help ourselves, because as Simone said, we have other, like our full-time jobs.



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How can we make this? Like how can we basically, I like the terms rinse and repeat. So we have one, you know, we have a monthly meeting, like a program. How can we quickly set it up for the next session? Like we're, we're not doing all of this, like back and forth on Slack and large organization conversations.

Can it just be like repeatable and then we can scale it to another city and like another country even like, basically it's like a guide that anybody can pick up and. Set it up.

**Milly:** One of the things that I've been thinking about and figuring out for myself is how I can make it sustainable for me. It is a lot of emotional [00:28:00] labor as well to be facilitating these sessions as well as, you give up an evening and for me, I'm trying to be really conscious of how much energy I have for it. We all have reasonably demanding jobs. My work is, is fairly chaotic at the moment. Part of it is, is a financial thing as well, but it's, it's probably more energetically like, do I actually have the capacity to take this on, on top of my full-time job? Which is just, it's a really interesting challenge for people like us who are trying to add something that maybe can't be supported within the normal, under, under kind of capitalism for a profit motive, but we still want it to be out there in the world, and like, how do we kind of balance those things? So I'm hoping that I can maybe shape a role in it as like helping to advise on it or, or maybe drive it, you know help with the, the online presence or the slack moderation or something like that. We're very lucky that we've had some generous sponsors that have helped with a lot of the financial stuff of like covering the food and everything.

But yeah, there's [00:29:00] something kind of nice about the generosity of, of providing it to the actual participants for free. So it's interesting to see how we'll kind of play with that model as we move forward.

**Benaz:** And we're also scaling our facilitators, like as we said, like it's just three of us, but we've already brought in another design leader in Melbourne Ash, and we've already got like a list of leaders that wanna help. Now it's how can we make sure that we're staying consistent in how we facilitate?

So like, do we provide guides and make sure that we're still true to ourselves as we scale? But that's gonna be a massive help when we bring in more leaders.

**Milly:** I



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**Vinita Israni:** love so many things within all of that, the fact that you guys are thinking about why we scale, can we scale, is scale at care possible? And you heard it first here on this podcast, they're looking for sponsors, so you better get in quick before they get all sponsored up, and then they're too [00:30:00] fancy for everybody.

So there's that too. And then I love the how do we actually train our facilitators, which. Perfectly leads us into our last question, which is what kinds of resources do you all hang your hat on for designers? So you can take that in a lot of different ways, whether that's learning about facilitation, whether that's kind of learning about self-care and therapy for designers on their own.

I'll, I'll open it up kind of maybe what's worked for you personally as well.

**Simone:** I'm reading a really good book now.

It's called Applied Empathy by my, and, and basically every day I just, this is my warm up. I read couple of pages and just get me into like ready to go, which was pretty good. And the other one, But there's more into the facilitation kind of more. That's my in the past, or say if you meet me like 10 years ago, I would just.

You know, start talking immediately. And as, as soon as I had ideas I'm gonna [00:31:00] share and now just like think I'm better than count until probably five, 10 seconds before, and I use those 10 seconds to think, okay, how, what am I gonna say? How am I gonna structure how's, and it's at the beginning, probably took me 30 seconds when I start practicing that.

That must have done over time. It just become a bit more easier and then the, the second's gonna reduce it.

**Benaz:** One of the, there's a bunch, but I'll just stay focused cuz one of the books I read a long, long time ago that helped me when I was, I think I just became a senior designer and slowly building up my confidence. Feedback. Feedback is a, is a big thing, a piece of thing that I was, I was comfortable getting feedback, but personally it was hard for me to give feedback to people.

And like, as you grow in your. Design career. You need to be comfortable giving feedback. And I think this is a, it's a classic book. A lot of people have like read it and it became a trend. But the radical candor that, you know, the Bright Orange book, we did it in the book club in



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my design [00:32:00] team. But I like, you know, she writes very, I haven't honestly haven't read that book in like years, but it's still like stuck in my brain. It was very direct in even how she wrote that book.

And that changed the way just not to be afraid with giving the feedback. And it was very structured. So someone like me that, like when I was younger, I needed examples. Like, like I was also like a chameleon towards people's behavior. So I practiced a lot then of giving feedback to people, whether it was something just really small.

And when I'm talking about feedback, I'm not talking about design feedback. I'm talking about. Social situations, feedback and for me, who are people pleaser? That was really difficult to do. So for the designers that are listening, find ways where you can just, you know, start small and be comfortable in sharing like if something you feel is not right.

**Milly:** I think that this is such a big question and there's so many different ways that we can answer it, but I actually am reminded of a conversation that we had [00:33:00] in one of the sessions about how like to best deal with any kind of stress at work and, and when work starts getting hard what you do about it.

And something that has really worked for me and I think has worked for some of the people in this group as well, is. Finding something outside of work that you can do and that maybe you have a community in that makes you feel good, and that really helps you value yourself, and know your own worth so that your whole self-worth isn't bound in the job that you do.

It's really dangerous if your whole identity is based on your job and where you get the most stressed out at work is when something happens at work that has now, because you've attached your whole identity to the job that you do now feels like something has happened to your identity. [00:34:00] So, Diversifying kind of where your identity is and, and where you, the places that you go, where you feel like you and where you feel valued.

Whether that's, being part of the design community or whether it's going to dance class or, being part of a community garden or even your family. I think that was really important for me to learn was even though you spend so much time at work, especially if you work full-time, it's important that work isn't everything to you. And you need to have that ability to not necessarily compartmentalize it, but to be able to.



## IxDA Sydney Podcast

### S02 E10 - Therapy for Designers

#### Audio Transcript

Think about something else. Like if you are thinking about work outside of work all the time, you're absolutely going to struggle with things at work because you aren't giving your brain a break to go and do something else.

**Sam:** And that concludes our latest episode of the Sydney IxDA podcast. Resources can be found at [ixdasymdney.org](http://ixdasymdney.org) alongside the audio transcript for this episode.

**Milly:** Hi, I'm Milly,

**Simone:** I'm Simone

**Benaz:** I'm Benaz, and you've been listening to the Sydney IxDA Podcast.