

Fluctuating Conditions at Work

Some conditions change across days or even hours. Planning for variation can reduce absence, crisis points and the pressure to repeatedly prove that needs are genuine.

What fluctuation can affect

Energy, concentration, pain, mobility, speech, sensory tolerance, memory, emotional regulation and travel can all vary.

Create a good-day / difficult-day plan

Agree what work normally looks like and what can change on a lower-capacity day: location, hours, breaks, priorities, meetings or physical demands.

Use early warning signs

Identify signs that capacity is dropping, such as increased errors, slower processing, pain, headaches, losing words or needing longer recovery.

Flexible does not mean unstructured

A clear plan can state who is contacted, what can be adjusted and when the arrangement should be reviewed.

Avoid boom-and-bust working

Repeatedly pushing through on better days can increase recovery needs. Sustainable output may require pacing.

Useful script

'My condition fluctuates. On lower-capacity days I may need to use the adjustments we have agreed rather than waiting until I am unable to work.'

Review patterns

Look for recurring triggers such as travel, long meetings, consecutive shifts or sensory-heavy environments.