

#### Wellbeing course for trans+ adults: Outcomes of pilot (May 2021)

Written and facilitated by Max Cohen (Director of IAAYW) & co-facilitated by Greg Young (graduate at Exeter University)

## **Project Summary**

A free, six session wellbeing course for *trans*+ adults was written and delivered by It's All About You Wellbeing CIC. Its aims were: affirm participants' gender identity, increase wellbeing, and provide a range of self-care skills that could continue to be used after the course.

Delivered on-line during COVID-19 lockdown, the eight participants' levels of wellbeing, <u>self-compassion</u>, and range of self-care skills increased, whilst their self-criticism and isolation decreased. This validating peer setting built connections with other trans+ people and led to gender affirming outcomes including changes of name, pronouns, and gender presentation.

A monthly participants' group was then created to discuss trans-related topics, leading to a project idea; create a digital self-care tool kit for trans+ people, for which funding is being sought.

(\*The term **trans+** is used in this report to include the spectrum of transgender and gender diverse people including non-binary, genderfluid and genderqueer)

#### **REFERENCES AND INFLUENCES:**

Gilbert, Paul "The Compassionate Mind" (2010) It's All About You Wellbeing CIC – see website for full report & more resources Jeffers, Susan "Feel the Fear and Do It Anyway" Meyer (2003) The minority stress perspective Petrocchi , Nicola et al : "I Embrace My LGB Identity" \*Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS) \*\*Self-criticism scale and Self-compassion scale

## Wellbeing and trans+ people

Max created this pilot course in response to long waiting times to access NHS and private gender identity clinics across the UK. Findings from the <u>National LGBTQ Survey</u> and a new report by <u>TRANSforming Futures partnership</u> confirmed the course's need. Up to 48% of trans+ young people have reported suicidal ideation or attempts to take their own lives, and the rates of self-harm are high.

These highlight the barriers that trans+ people face accessing healthcare in general, and support around their gender identity. Trans+ people often experience 'minority stress' (Meyer's 2003) and 'internalised transphobia'; they may come to accept negative societal stereotypes, myths, misinformation, and inferior social and personal status relating to their gender identity.

A vocal gender-critical movement's questioning of the legal rights of trans+ people is a factor, despite these rights' protection by the Gender Recognition Act (2004) and the Equality Act (2010).

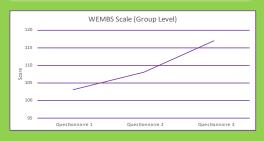
## **Feedback Themes**

- Connecting with other trans+ people in a safe space
- Trans+ specific coping strategies
- Increased self-compassion, wellbeing, and confidence
- Affirming validity of trans+ identities



## Results

Wellbeing\*, self-compassion and selfcriticism scales\*\* before, midway and after course\*



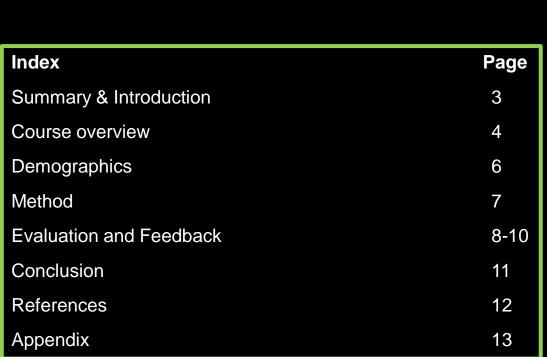






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#### Summary

A six session wellbeing course for *trans*+ adults was written and delivered by It's All About You Wellbeing CIC in order to affirm participants' gender identity, increase wellbeing and provide a range of self-care skills that could continue to be used after the course.

The course was delivered on-line during the COVID-19 pandemic and it was found that the eight participants' levels of wellbeing, self-compassion and range of selfcare skills increased and their self-criticism and isolation decreased. The participants reported making positive connections with other trans+ people and this affirming peer setting also led to a number of gender affirming outcomes including changes of name, pronouns, gender presentation and a sense of validation.

Further work, as a result, is a monthly group to discuss relevant trans-related topics and the development of a project with some of the group participants to create a digital self-care tool kit for trans+ people. Funding is currently being sought to enable this to be completed.

(The term **trans+** is used in this report to include the spectrum of transgender and gender diverse people including non-binary, genderfluid and genderqueer.)

#### Introduction

#### Wellbeing and trans+ people

This pilot wellbeing course was written by Max Cohen, Director of It's All About you Wellbeing CIC, for trans+ adults as he was aware of an increase in waiting times to access



NHS and private gender identity clinics across the UK as well as findings from the <u>National LGBTQ Survey</u> and a new report by <u>TRANSforming Futures</u> partnership. These highlight the barriers that trans+ people face accessing healthcare in general and support around their gender identity. Up to 48% of young trans+ young people have reported suicidal ideation or attempts to take their own lives and the rates of self-harm are high.

Trans+ people often experience 'minority stress' (Meyer's 2003) and 'internalised transphobia', where they may come to accept negative societal stereotypes, myths, misinformation, and inferior social and personal status relating to their gender identity.

There is a also a current spotlight on trans+ people's legal rights being questioned by a vocal gender critical movement and the media even though these rights are protected by the Gender Recognition Act (2004) and the Equality Act (2010).

#### **Course overview**

- This was a pilot course run by It's All About You Wellbeing CIC and was free to *trans*+ adults (18 years and over).
- It was written and facilitated by <u>Max Cohen</u>, counsellor and group facilitator and co-facilitated by Greg Young, on his undergraduate student placement from the University of Exeter.
- It was funded by The Lloyds Bank Social Entrepreneurs Start Up Programme, in partnership with the School for Social Entrepreneurs, and jointly funded by The National Lottery Community Fund as part of Max' place at <u>The School for Social</u> <u>Entrepreneurs Dartington.</u>
- It was an educational group and not group therapy or for people who were currently experiencing crisis.
- Group members were at any stage of their awareness of gender incongruence or transition. They may be questioning their gender identity and/or considering their options for medical pathways, waiting for appointments at Gender Identity Clinics (NHS or private), or wanting to explore social and non-medical forms of transition.
- Potential group members met individually for a brief assessment with Max and/or Greg (course facilitators). This was an opportunity for each potential group member to find out more about the course and to see if it was right for them at the time.
- The group members were asked to share in the sessions but not to share upsetting content.
- Any concerns about group members' wellbeing were observed and monitored with them throughout the course and they were aware of the Safeguarding policy.
- There may have been some instances where the course facilitators felt the course was not appropriate and reserved the right to say no to potential group members. If this was the case, they would be signposted to alternative services or provided with other relevant options.
- All personal details were held strictly confidential to It's All About You Wellbeing CIC (ICO registered), and used in compliance with current GDPR laws (2018).

"I found a missing piece of my puzzle"

#### **Course overview (continued)**

- The course was based on a <u>compassionate mindfulness</u> approach, which teaches skills used in compassion focussed therapy (Paul Gilbert 2010) including mindfulness exercises. This has been found to help people experiencing internalised shame and minority stress to move towards a place of being more kind to themselves and less self-critical. Another body of research of interest was of LGB people in Italy by <u>Petrocchi et al</u>, which used a compassionate mindfulness approach and identified the 'Positive Identity Measures' (PIMs) of self-awareness, authenticity, community, intimacy, and social justice.
- The course aimed to increase participants' wellbeing, self-compassion, and resilience.
- The content was presented in a variety of ways videos, individual time to reflect on ideas, mindfulness exercises, written words on slides, visual images, and discussions in small groups and pairs.
- All participants' specific needs were considered to enable everyone to take part in the course.
- Max had written and delivered a previous course called <u>Kind Mind</u> to LGBTQ+ groups and in this pilot course he is added specific topics of discussion relevant to trans+ people. These topics were:



- 1. Compassionate mindfulness learn techniques to look at yourself in a kinder way
- 2. Body talk feelings around our bodies, expression and presentation
- 3. Names what does your name mean to you, how to choose a new one, and change it on "documents"
- 4. Dealing with fear and anxiety <u>"Feel The Fear and Do It Anyway" TM</u>– based on the book by Susan Jeffers PhD
- 5. Assertiveness and decision making learn skills to hep you make decisions and get your point across
- 6. Creative ways of coping explore different way to cope when things get tough

## Free 6 week wellbeing course for trans+ people

Aged 18+ - Starts March 2021

## Free 6 week well co Fully booked! trans+ people

### Demographics

A poster and details about the course were circulated to local third sector and health organisations and on social media in Exeter and surrounding Devon area. This resulted in twelve potential group participants initially expressing an interest. Eight people attended individual meetings to assess whether the course was appropriate for them, identifying any safeguarding concerns and the existence of a support network. All eight were offered a place on the course. All group participants identified as trans+ including non-binary bi-gender, genderfluid, and genderqueer.

- The group varied in age range from 20 years old to 30 years old with a mean average of 26 years old with seven living in Devon and one out of the Devon area.
- Further or higher education/training (63%), employed (25%) and not currently working (13%)
- Self-reported diagnoses of chronic pain and physical disability (25 %), anxiety, including trauma related social anxiety and depression (63%), PTSD (38%), suicidal ideation (50%), diagnosed autism, Asperger's and ADHD (25%), eating disorder, multiple-personality disorder, experiencing panic, body dysmorphia, dyslexia.
- No-one needed specific support using the on-line Zoom platform.
- Issues affecting current wellbeing: rural isolation (25%), isolation including from family, and own queer community (38%), the length of waiting for NHS or private gender identity specialist medical treatment (38%).
- Many already used some form of self-care techniques and were linked in with CMHT, other support or had completed therapy.

### Method

- Greg Young, an undergraduate at the University of Exeter, helped to organise and facilitate the course as part of his degree and was supervised by Max according to the University contract.
- To understand the benefits of the course for group members and to find ways to improve future courses each group member was asked to fill in the WEMWBS form about their emotional health and wellbeing, a self-compassion scale and a self-criticism scale.
- The scorings from the questionnaires and registration details were anonymised and all participants gave their consent for the results to be included in the course report.
- Each of the six sessions started with a mindful arrival and ended with a mindful exit. The content was presented on slides with pictures. There were exercises to do individually, space for reflecting, sharing ideas in small groups in breakout rooms, and a summary of the session.
- Slides from each session were emailed each week and included the content, exercises, thoughts, ideas for further reflection, and a reference and further reading section.
- Participants were encouraged to reflect on the session content, practice self-compassion, journal their ideas and emotions, and develop their self-care repertoire.
- Participants were told at the end of each session about the availability of a support session with Max between the sessions, if needed.
- A follow-up session was provided two weeks after the course finished to gain further feedback, address any issues that came up and see if any areas for further work could be identified.
- It was hoped that the educational materials would be personalised by group members as the course progressed. It is hoped that there may
  be some scope for follow up work, for example, creative workshops and voice workshops, and funding would be sought for this work to
  support and empower trans+ people to live their best lives.



### **Evaluation and Feedback**

#### Quantitative

- All eight participants completed the WEMWBS scale questionnaires before the course started at session 1, half-way through after Session 3, and after the last Session 6.
- Graphs 1,2 & 3 show that over the six week course the overall group scores changed:

Measure 1, wellbeing = increased Measure 2, self-compassion = increased Measure 3, self-criticism = decreased

This was consistent with findings from studies using compassionate-focused work around wellbeing, internalised shame, and self-criticism.

#### **Qualitative feedback**

Themes around what participants hoped to gain *before* the course:

- Connecting with other trans+ people in a safe space
- Trans specific coping tools
- Hopes for an increase in Selfcompassion, wellbeing and confidence
- Validity

#### Concerns centred around

- Not feeling 'trans enough'
- Anxiety over social and group interaction
- Lack of family support
- Dealing with health conditions



#### **Qualitative Feedback (continued)**

Feedback after the course (see Appendix Box 3, 4, 5 & 6) showed that there were positive identity outcomes that were similar to the 'Positive Identity Measures 'of self-awareness, authenticity, community, intimacy and social justice in Petrocchi's study.

- I got what I hoped to get from the course (100% of participants)
- I got what I wasn't expecting...
- Validity
- Belonging in a community
- A safe place to explore and to play with my name and pronouns
- My concerns about my gender identity got better since doing the course
- Less alone in dealing with the negatives trans+ people face (e.g. discrimination, medical waiting lists etc)"
- Being able to express a feeling and for someone to instantly shine back at you with enthusiasm and understanding was an indescribable feeling.
- It made me feel more secure and happier in the unknowingness of my transness. I don't need to understand everything or know the answer. I can just exist as I am.

As well as having time and space to reflect many participants valued being introduced to a variety of approaches, links and tools to use on their own (Appendix Box 7)

- Resources were great,
- Very interesting, enjoyed following up on ideas presented",
- Easy to understand
- Pictures are engaging , concise, clear, well explained and informative

Comments about further work in Box 8 included a number of suggestions and improvements that could be made around being on-line and the following:

- More on what to do when in a gender dysphoria panic and a personalised action plan
- More on compassionate mindfulness practice
- A little more on positive self-talk or language to use with yourself
- More time to chat with people about being trans!

*"I've not met other trans people before, and it's been amazing"* 

### **Course Support**

- A total of nine additional support sessions were held with four different people between course sessions. The support consisted of emotional support, signposting to other counsellors and organisations, support to complete exercises and the questionnaires.
- Facilitators observed that three participants tested out using their new names and others tested out different pronouns whilst on the course

   it gave the opportunity to try out different ideas and presentations in a safe place.
- One participant had not left their house for 18 months due to mental health issues and whilst on the course had gone out of the house and went swimming with family
- Two participants had started the process of doing a name change deed poll after finding the confidence from attending the course
- One participant reported that writing a Compassionate letter to self exercise had been a powerful experience for them. They gave consent for us to share their letter in the report (included in Appendix page 20.)

#### We met two weeks after the final session for a follow up session:

- The group had formed their own peer support group on Facebook so as to keep in touch.
- Many reported that they had continued to use the content of the sessions on their own after the course.
- Some group members wanted to be part of another piece of work, to create a digital self-care tool kit so group members could personalise templates and use as their own. A separate group was formed to take forward the development of digital self-care tool kit for trans+ and non-binary people.
- A monthly session was set up, with a topic suggested by group members; gender dysphoria, dating, exploration of sexual orientation, masking feelings and mental health first aid were identified as being useful.

"Dear Jay, I know

you're scared, but I

wanna tell you

something ... "

#### Conclusion

- The psycho-educational content of the sessions combined with relevant further information promoted wellbeing and increased the variety of self-care methods used by trans+ adults who already had some self-care strategies in place.
- The topics specifically relevant to trans+ adults was beneficial to group members and enabled them to make the best of their mental wellbeing coping skills, reduce self-criticism and increase self-compassion.
- On-going or follow up work would be beneficial as several participants spoke of having just connected with other tran+ people for the first time and this had reduced their sense of isolation, especially in a mainly rural region of the South West where there were few other trans+ peer groups.
- Further topics of dating, sexuality, dealing with suicidal ideation, and crisis points were suggested in order to equip people with time for reflection with their trans+ peers. Also, further courses could provide more compassionate mindfulness and creative sessions to explore gender identity.
- Gender euphoria was discussed as well as gender dysphoria, hence one of the course mottos emerged; "trans iov is infectious!"
- Meeting other gender diverse people attending the course had a positive impact on people's sense of validity of their own unique gender identity. Comments before the course of not feeling 'trans enough' led to comments of valuing their 'transness'.
- Safety to try out gender affirming names and pronouns was invaluable.
- Although using an on-line platform to deliver the course was not always conducive the positives of creating a group of this kind, on-line led to additional benefits of bringing people together who may not have been able to get together due to mobility issues, social anxiety, and a range of health issues, as well as a pandemic.
- Further funding is urgently needed to carry on and expand on this course to develop a digital self-care tool kit that trans+ people can use on their phones or laptops and self-manage their wellbeing in order to live their best lives.



#### **References:**

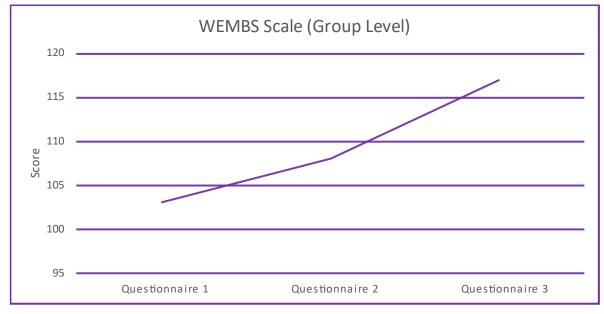
- <u>Gilbert, Paul "The Compassionate Mind (compassion focused therapy"(2010)</u>
- It's All About You Wellbeing CIC see website for full report and more resources
- Jeffers, Susan "Feel the Fear and Do It Anyway "
- Meyer (2003) The minority stress perspective
- National LGBTQ Survey 2018
- <u>Petrocchi</u>, <u>Nicola et al</u> (2020). "I Embrace my LGB Identity: Self-Reassurance, Social Safeness, and The Distinctive Relevance of Authenticity to Well-Being in Italian Lesbians, Gay Men, and Bisexual People" Sexuality Research and Social Policy, 17: 75-86
- Nicola Petrocchi, Ph.D., Psy.D., John Cabot University; Compassionate Mind Italia, Rome –Italy and Hannah Gilbert, Ph.D., The Compassionate Mind Foundation, UK: The Compassion Focused Therapy Approach to Deal with Shame-Based Difficulties in Sexual Minorities~
- <u>\*Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS)</u>
- <u>\*\*Self-criticism scale and Self-compassion scale</u>
- TRANSforming Futures partnership Trans people's experience of healthcare in England



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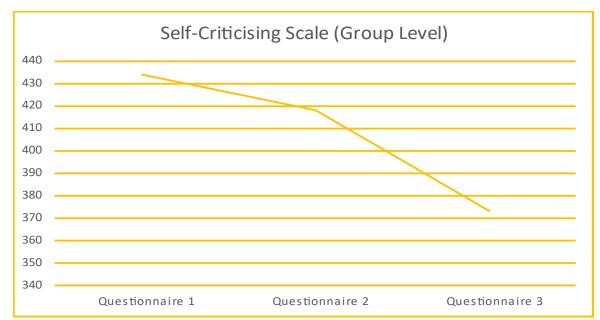


Group graphs showing levels before Session 1,after Session 3 and after Session 6



**Graph 1 - Wellbeing** 





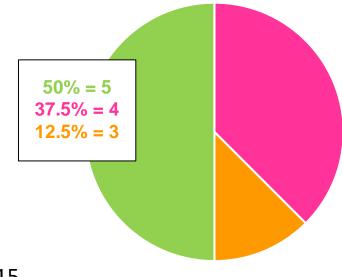
## **Graph 2 -Self-compassion**

Graph 3 - Self-criticism

#### Themes *before* the course:

- Connecting with other trans+ people in a safe space
- Coping strategies
- Self-compassion, wellbeing and confidence
- Trans specific coping tools
- Validity

Proportion of the group where 1 (low) - 5 (high) isolation due to their gender diversity



#### Box 1 Hoping to gain from course

- 75% Making trans friends and connecting with local trans community/network
- 50% Coping strategies "Useful info and/or learning to apply to my own life" " better understanding of myself"
- 38% "Being able to be kinder to myself" "A deeper understand and like for myself and what it is to live my life" " Connection to myself"
- 25% Confidence
- 25% Trans specific tools/space "a space to try out different pronouns" "tools to exist as an enby" "Vocabulary to express how I feel inside" "A sense of comfort when I think about my gender as opposed to confusion"
- Reduction in self-criticism "not define myself by my failings and perceived inadequacies
   "
- Increase wellbeing "Boosting my well-being"
- "Strategies to cope with and understand body dysmorphia"

#### Box 2 Concerns or worries about going on this course

- Feeling 'not trans enough'
- Anxiety over social and group interaction
- Lack of family support
- Dealing with health conditions

"Did you get what you hoped to get from the course?"

#### Yes (100%)

- and I got what I wasn't expecting
- Validity
- Feeling like I belong in a community
- Feeling less alone x 2
- "I got a space to play with my name and pronouns"
- Got to explore safely
- Got to support other people like me
- "Got to learn what it means to be part of a trans community with all the unique similar but also different experiences"

"I got loads out of the questions we were asked to think about and discuss because they are things we never have the spaces to talk about"

#### Box 4

*"Have your concerns about your gender changed since doing the course - have they got worse, neither worse nor better, or got better?"* 

#### Better 88% and got slightly better 22%

- "I feel more validated in who I am and its OK not to know things.
- Seeing other people like myself doing well is very encouraging!
- Knowing other trans people have similar experiences allayed many of my concerns.
- I feel more confident in myself, and less alone in dealing with the negatives we all face (e.g. discrimination, medical waiting lists etc)"

#### Themes

- I got what I hoped to get from the course (100% of participants)
- I got what I wasn't expecting...
- Validity
- Belonging in a community
- A safe place to explore
- A space to play with my name and pronouns
- My concerns about my gender identity got better since doing the course
- Less alone in dealing with the negatives trans+ people face (e.g. discrimination, medical waiting lists etc)"

"How did you feel about the group being specifically for trans+ and non-binary people?"

- It was nice and welcoming and took away my fear of being judged by being around people who were trans and non-binary
- affirming, safe, validating
- It was wonderful it allowed me to connect with fellow trans folx, we all had very individual journeys but shared common ground and it was great having the content being tailored to being trans/non-binary.
- Felt safe, that others knew exactly what i meant even if i felt i was rambling
- Safe, seen and supported
- Really good! I've never had a space like that before
- I liked it. There are things trans people experience that other people in the LGBTQ community don't.
- Very good, I would prefer there to be more spaces where trans people can relax without an audience

#### Themes

- safe space to connect with other trans people
- no judgement
- trans-affirming
- validating
- supportive

#### "Do you have any comments on the benefits of the course to you?"

- The course has helped open up a part of me that I have been suppressing. Has helped me start to build compassion as I see others struggling like me. Has found the questions that i have been looking for, to answer and explore. Has offered threads of insight for me to follow. The course has validated my existence and supported me through a hard time.
- Feel more confident, less alone
- It was really good to meet other trans+ and non-binary people. It felt like we built a lot of strength in community over the weeks. I really enjoyed and resonated with the final session. Max and Greg did a great job of facilitating - thanks to both!
- Simply meeting other trans people was invaluable. People who are going through or have been through what I have. Being able to discuss trans questions without worrying about prejudice or ignorance or embarrassment was so special to me.
- Being able to express a feeling and for someone to instantly shine back at you with enthusiasm and understanding was an indescribable feeling.
- It made me feel more secure and happier in the unknowingness of my transness. I don't need to understand everything or know the answer. I can just exist as I am.
- It was very good to feel safe in a group of people with similar experiences.

### Box 7

"How did you find the session slides, the thoughts, resources and ideas slides?"

- Easy to understand and very helpful and considerate
- Resources were great,
- Pictures are engaging, concise, clear, well explained and informative and kind
- Very interesting, enjoyed following up on ideas presented
- I like that I can come back to them. It was a lot of information in the sessions and the safety net that I didn't have to catch every word or take notes really helped me stay present.
- I could just look over them later to refresh my memory, so I really liked it.
- Also providing additional material is very useful because there was only so much time we had and being able to go off and do our own research is great.
- They were good when they were visual but some of the worded ones could have been more condensed

"Do you have any comments on what can be improved?"

- Music played during breaktime
- Mini energisers like moving around or drawing
- I learn best from reading PowerPoints myself before the session and someone either summarising or adding to info on there
- Having the course mid-week late in the evening meant I was tired and worn down from work
- At times zoom was an awkward medium to meet through as you can't read body language as well. In other ways it is great because it's easier to join the group
- Sometimes time management meant that we didn't spend as much time on a topic as might have been helpful.
- Sometimes the space felt like it was full of positive feelings, and I didn't share anger/ sadness about topics which might 'bring down the vibe'.
- A bit more guidance on the level of sharing
- More on what to do when in a gender dysphoria panic and a personalised action plan
- More on compassionate mindfulness practice
- A little more on positive self-talk or language to use with yourself
- time to chat with people about being trans!

#### Appendix - Compassionate letter to self

Date 28<sup>th</sup> April 2021

Dear jay

It's good to talk to you again, even if it's just us, it's been a long few weeks hasnt it you've been depressed, alone, scared but your not alone remember you have your characters and your voices and me ryuu.

I know your scared but I wanna tell you something, your not a failure your did your best and that's all you can do, sure you may have stumbled along the way but look at you, you made it this far, things may not be the way you dreamed they would be but your standing tall and pushing through even if it hurts to do so.

Your singing is getting better, I bet If you went onto a stage now they would be cheering your name wanting to hear more, but that never mattered did it you just wanted to hear someone say I'm proud of you, well if they wont say it I will I'm proud of you kiddo.

No matter what any one says your not worthless, your not a waste of space, it's not a phase, you are you and I'm proud of you for staying true to yourself, so please dont say those things, you may be strong but you cant carry all that pain on your back forever.

Even tho I'm just a character you created, I will always be with you to help you smile, so head up and stand tall and show the world who you are, your jay tempest so show them you can prove them wrong.

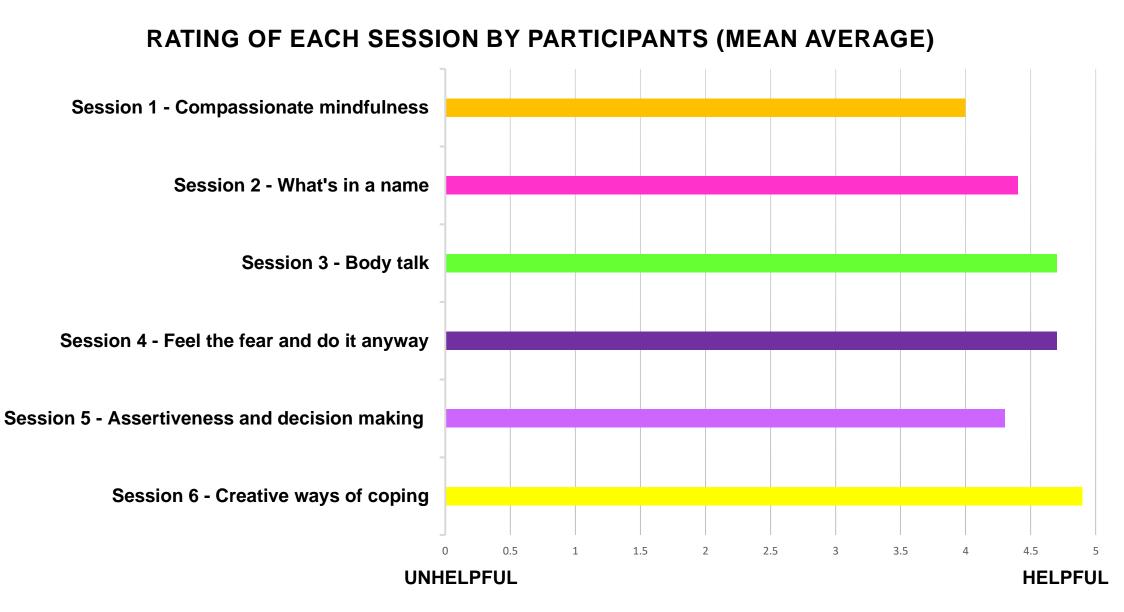
And when you get back I'll be here waiting for you to return.

We all love you kiddo.

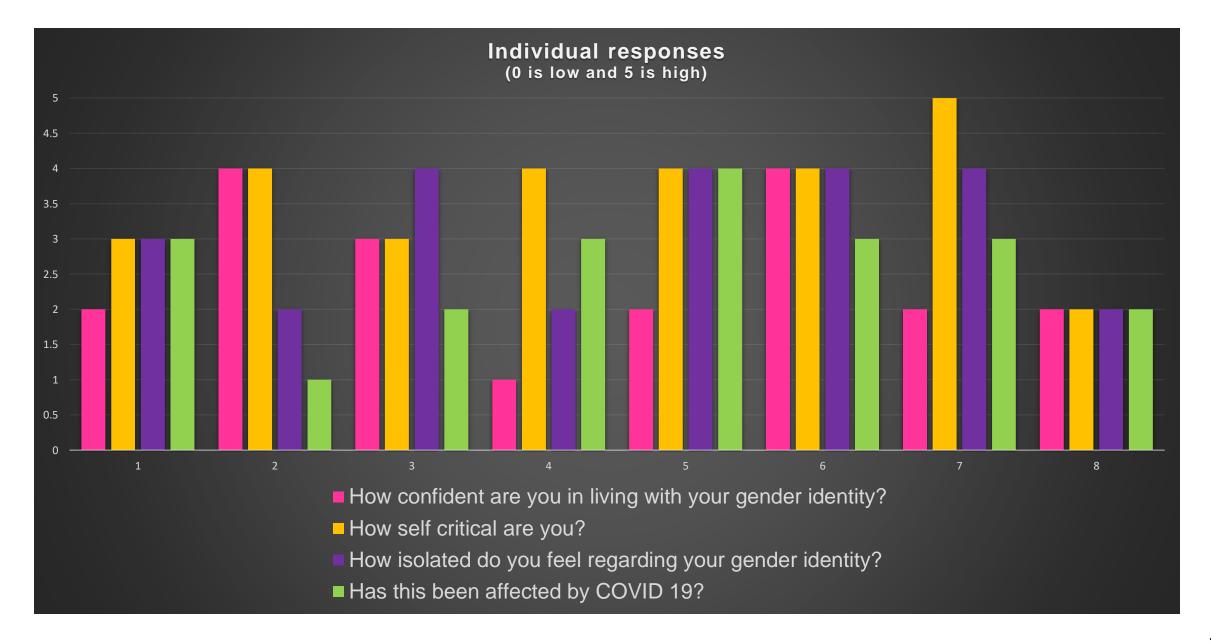
From ryuu

#### **Appendix – Social Media Celebration of Feedback**

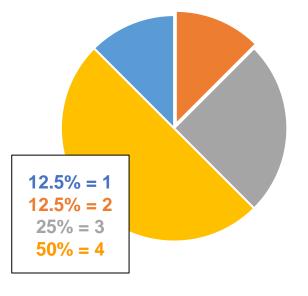




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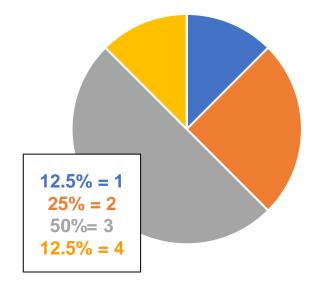
# Proportion of the group where 1 (low)- 5 (high) self-criticism

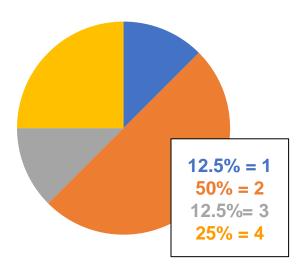


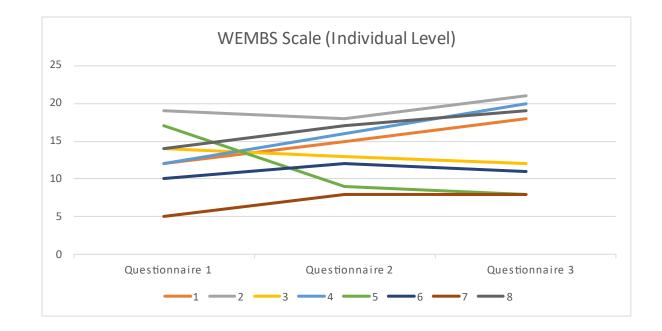
Key: 1 (low) – 5 (high) 1 = ■ 2 = ■ 3 = ■ 4 = ■ 5 = ■

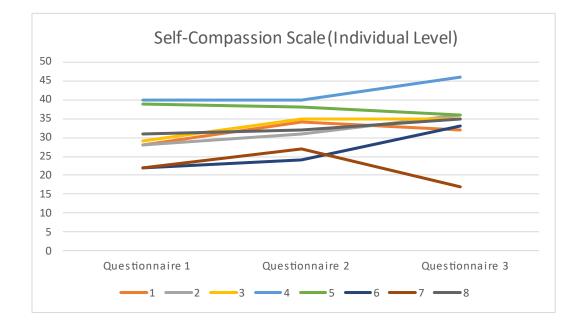
Showing percentages of the group where 1 (low) - 5 (high) levels How confident are you in living in your gender identity?

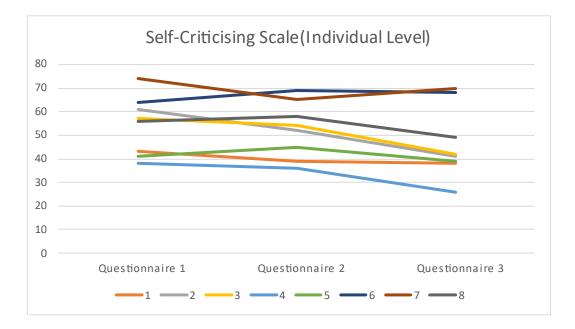


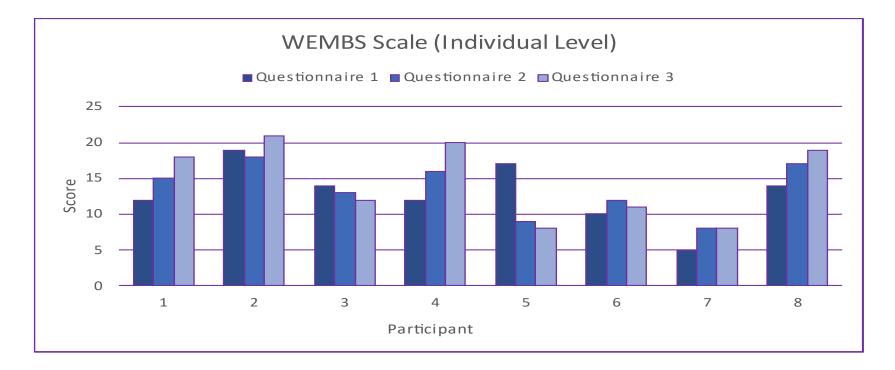


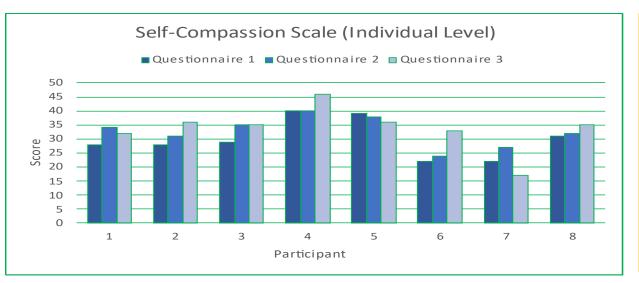






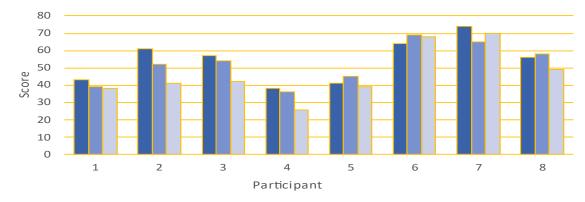






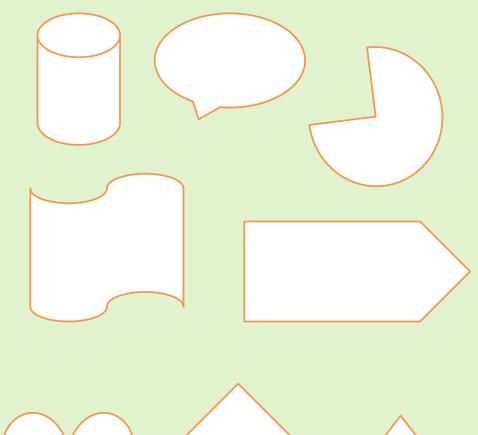
Self-Criticising Scale (Individual Level)



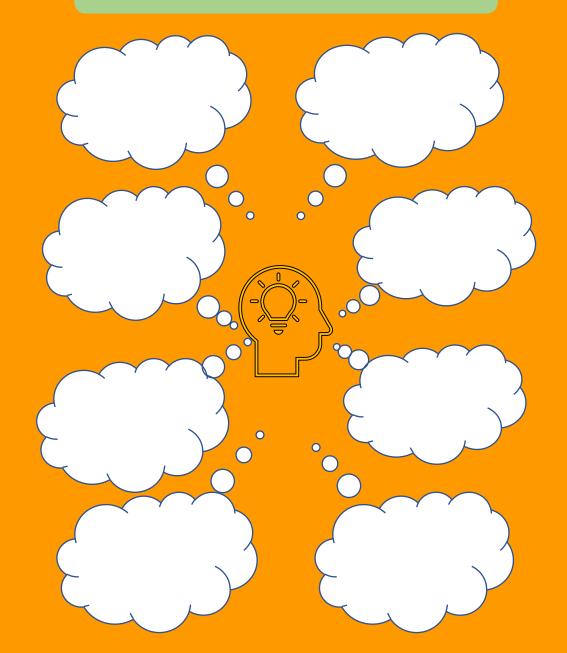




## **AMAZING THINGS**



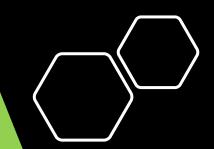
## Thoughts and Ideas



## Shame

- is a universal and powerful selfconscious and socially-focused process
- involving feelings of inferiority, social unattractiveness, defectiveness, powerlessness and selfconsciousness, along with a desire to escape, hide or conceal deficiencies
- entails a 'self evaluating the self' (Internal shame) and a 'self as it believes to exists for others' (External shame)





#From a slide from CPD "CFT for Shame Based Difficulties in Sexual Minorities" by Nicola Petrocchi and Hannah Gilbert 2020

## It's All About You Wellbeing CIC

- Directory of LGBTQ+ affirmative counsellors and wellbeing practitioners
- Working Well With LGBTQ+ clients
- LGBTQ+ awareness for businesses
- Resources and links
- Monthly Network meetings
- Pride events

## **Groups and courses**

- Wellbeing course for trans+ people
- Legal webinars
- Feel The Fear and Do It Anyway

www.itsallaboutyouwellbeing.com Email: <u>contact@itsallaboutyouwellbeing.com</u> Find us on Facebook, LinkedIn, Twitter and Instagram



## Max Cohen

- Counsellor, trainer and group facilitator
- Director of It's All About You Wellbeing CIC
- Max Cohen Wellbeing Services
- Tel: 07500 015574
- Email: <u>maxcohenwellbeing@gmail.com</u> <u>admin@itsallaboutyouwellbeing.com</u>
- Facebook: @Maxcohenwellbeing
   @itsallaboutyouwellbeingLGBTplus
- LinkedIn
- YouTube

"Feel the fear and do it anyway" by Susan Jeffers PhD Max is licensed to facilitate individual and groupwork based on the book







# Max Cohen Wellbeing Services







## Wellbeing course for trans+ adults Copyright: Max Cohen (May 2021)



Written and facilitated by Max Cohen (Director of IAAYW) & co-facilitated by Greg Young (graduate at University of Exeter)

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