



COMMERCIAL VS CURATION

DIVERGENT ROUTES → CONVERGENT REALITIES



DIFFERENT CAREER PATHS
→ SAME SYSTEMIC PROBLEMS
→ SAME ROLES

WHAT'S BROKEN



Training is inconsistent



Fear-based culture



Weak leadership



Neurodivergence unsupported



WHAT'S DRIVING IT



Fear & insecurity



No structure



Subjectivity misuse



Silence culture

PATHWAYS TO CHANGE



PERSONAL

- Speak up strategically
- Self-reflect
- Build networks
- Use protection



LEADERSHIP

- Train managers
- Show accountability
- Be vulnerable
- Reward collaboration



SECTOR

- Standardise training
- Enable safe challenge
- Support neurodiversity



Goal: Psychological Safety



BE THE CHANGE — BUT BUILD SYSTEMS
THAT MAKE CHANGE SURVIVABLE