

# LUPE™ Starter Guide



A SIMPLE FRAMEWORK TO NOTICE YOUR ENERGY, SPOT PATTERNS,  
AND TAKE SMALL STEPS TO THRIVE AT WORK WITH LUPUS.

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# LUPE™ Starter Guide

## Welcome

Living and working with Lupus isn't easy — but you're not alone. The LUPE™ framework is designed to help you protect your energy, reduce overwhelm, and keep thriving in your career.

This Starter Guide introduces each step of LUPE™ with practical tips and reflection prompts you can use right away. You don't need anything fancy to begin — a notebook, your phone's notes app, or simply a moment of reflection will do.

## L – Listen & Learn

Notice your body's signals, track your symptoms, and learn what triggers flares.

**Starter Tip:** Instead of tracking everything, start small. Write down one or two signals each day (like fatigue level or joint pain) with a quick note about what you were doing.

**Reflection:** What signal did your body send you today?

**Extra Practice:** Try jotting this in a notebook, your phone's notes app, or your *Symptom & Flare Journal* if you have one.

## U – Understand Rights & Research

Know your workplace rights, company policies, and outside resources. Understanding what support is available gives you confidence and clarity when you need to make decisions about work.

**Starter Tip:** Whether or not you're ready to request accommodations, take time to review your company's HR policies. Learn the process: Who would you contact? What documentation might be needed?

**Starter Tip:** Explore your legal protections (such as the ADA in the U.S.) and bookmark trusted resources like the Job Accommodation Network (JAN) or the Lupus Foundation of America.

**Reflection:** What's one policy, process, or resource you could look up this week that would make you feel more prepared?

**Extra Practice:** If you notice recurring challenges (like fatigue or joint pain), write them down. Then think about which policies or resources could help you manage them.

## P – Plan & Personalize

Design routines and strategies that match your energy flow.

**Starter Tip:** Pick your top 2–3 priorities for the day, then adjust if energy changes. Protecting your energy is a strength — it helps you deliver on what matters most.

**Reflection:** What's one task you could move to another day if your energy is low?

**Extra Practice:** Before tomorrow begins, look at today's notes (or simply reflect): What adjustment could you make based on how your energy showed up today?

## E – Engage & Advocate

Communicate clearly with managers, colleagues, and loved ones.

**Starter Tip:** Start small. You don't have to disclose every detail. Frame requests in terms of outcomes.

- **Instead of:** “Because of my Lupus, mornings are hard for me.”
- **Try:** “If I can shift a couple of meetings to later in the day, I'll be more focused and able to contribute fully.”

**Reflection:** What's one small request you could frame around outcomes this week?

**Extra Practice:** Think of a recent situation where your energy was low. Write (or rehearse) one outcome-based request that could help in the future.

### Closing Note

The LUPE™ framework is a guide you can return to anytime — whether you're navigating a flare, planning your week, or simply learning to listen to your body.

If you'd like deeper support, the *Thrive with Lupus: Symptom & Flare Journal* is designed to pair with this framework. But remember: you can start today with whatever tools you already have. Small steps add up.