

Wates supports colleague's quest to share inspirational mental health journey and break the stigma

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[Wates](#) believes their people are their greatest strength, and Patrick Shah-Regan is a shining example of how sharing your mental health journey and embracing neurodiversity can unlock extraordinary potential.

Patrick's journey with bipolar disorder has been one of [resilience](#), self-awareness, and openness. Diagnosed in 2009 after a mental health crisis, Patrick has transformed what could have been a setback into a source of strength. His condition allows him to think creatively and solve complex problems in ways that drive innovation and save time and resources. However, he is also candid about the challenges he faces, especially in an industry as demanding as construction.

Patrick Shah-Regan's quest to share his inspirational mental health journey

Since joining Wates, Patrick has made it his mission to break the stigma around mental health. He has delivered 'Toolbox Talks' to hundreds of colleagues, shared his journey through blogs, and launched a website to encourage open conversations. By discussing his experiences, he fosters a culture of understanding and trust, enabling others to feel supported and valued.

Wates is committed to supporting Patrick and others like him. They have ensured he has the flexibility and understanding needed to thrive. Patrick demonstrates how the right support can empower people to manage their mental health while contributing significantly to the business.

Research shows that every £1 invested in mental health yields a £5 return, but Wates' commitment goes beyond financial benefits. By embracing neurodiversity, they are creating a stronger, more inclusive workplace where everyone can succeed.



Patrick's story is a powerful reminder that mental health challenges do not define a person. With the right support, individuals like Patrick can thrive—contributing not just to their teams, but to a healthier, more compassionate construction industry.

Read more about his mental health journey [here](#).