

Disclosurebyte

You can use this to disclose or talk about disability-related information during the job interview. These questions are derived from talking directly with employers about what they would want to hear if a job candidate brought up disability-related information during the hiring process.

Answer the following questions in 4-5 sentences (short and to the point).
Practice makes perfect! Deliver the "3 Cs": Clear, Concise, Comfortable

Disability in Functional Terms/Limitations (How may your disability affect your performance in the workplace?)

Helpful Modifications (What helps you work around your limitations? Use specific examples)

Highlighting personal growth and strengths (Share strength and character-building experiences that have resulted from the disability)

Value summary statement (Show how personal strengths will help you do the job well (link back to essential functions of the job))

NVSU
Neurology Vocational Services Unit
Harborview Medical Center

Disability in Functional Terms

Type and Explanation

- “With Multiple Sclerosis, it is sometimes necessary for me to sit down or move on to a different task so I don’t become fatigued.”
- “I have seizures. Usually, I turn my head to the left, and make repetitive motions with my hands. I do not fall to the ground or convulse.”

Duration

- “My seizures last approximately 1-2 minutes. After that it takes me an hour or two to recover. I need to be in a quiet environment during this period, but medical attention is not necessary.”

Performance

- “After recovery, I am able to return fully to work and pick up where I left off.”
- “My risk of injury on the job is comparable to someone without _____.”
- “I have never used a sick day due to _____.”
- Seizures or Exacerbations well controlled with medications.

Frequency

If disability is visible

- “I am confident I am able to perform the job functions with accommodation.”

If disability is invisible

- “I am able to do well with use of (insert necessary accommodations here).”
- “My seizures are infrequent at work. You may see a seizure twice in a 2 year period.”

Results (give concrete examples and numbers to drive home your point)

- “Seizures only affect me _4_ hours during work a year.”
- “I write things in a notebook so I can keep specifics and refer to them later.”
- “When learning new procedures, I take a bit longer, but once I have it down, I don’t forget it.”

What you have learned by having a disability (give concrete examples and numbers to drive home your point)

- “Because I take the bus everywhere, I know most of the metro routes covering Seattle, and when they run.”
- “I am punctual in taking my medication every day. This has lead me to develop a routine schedule, and I am able to keep track of time well.”
- “I sometimes need to go over things twice, but information I acquire in this manner sticks forever. The same thing goes with learning something new on the job.”

General tips

- Speak of your disability with ease. Employers will respond more positively to your calm and clear information on the subject.
- Employers do not know specifics about your disability until you tell them, but keep it brief. Don’t let yourself or them dwell on it.
- Put a positive spin on things by showing you have gained knowledge or increased abilities in other areas.

Disclosure Questions

Do I disclose?

Only if you need accommodations or it will affect you on the job
(Tax credit discussion could be an exception)

When do I disclose?

Don't bring it up on the application. Employers said they wouldn't if they had a disability. Instead, they would bring it up during the interview if visually apparent or after the offer was made.

How do I disclose?

From the employers perspective:

- Keep it work related- employers don't want to hear about the medical part or backstory. They just want to hear about how it affects your work performance

Keep it brief (3-4 sentences)

- 1 sentence about how it affects you and what accommodations you need
- Then explain how you are able to do that job with the accommodations in place
- Give an example to reinforce this

Have it rehearsed and be comfortable (your comfort is contagious)

Don't disqualify yourself from the job – don't tell them why they shouldn't hire you. Instead, focus on your abilities. They also really like hearing how it made you resilient – or developed unique traits within you.

Disclosurebyte Worksheet

PRACTICE MAKES PERFECT! Keep it short and to the point.

Disability in functional terms

Type and explanation

Duration

Frequency

Performance

Functional Results (Keep it related to the job)