At Lime Connect, we recognize that the current global health crisis has had a significant impact on the way we are all going about our personal and professional lives. While everyone is feeling strains on mental health and general well-being, people with disabilities may be experiencing unique stressors during this transition.

As we begin to adapt to the current norm of working from home and being socially distant, it is important to take a moment to review your current situation, establish ways you may be able to work more impactfully, identify any new needs you might have in this remote setting, and ensure you are taking important steps to keep yourself mentally and physically healthy.

**As an employee in a new work environment ask yourself:**

- How have my needs changed, or what might they be, now that I am working virtually?
- What can I do personally to adjust? What help do I need from management/my company?
- Do I have the accommodations that I had in the office? At school? Could they be available to me, or what adjustments do I need to make during this interim period?
- What can I do to enhance my own productivity?
- How will I look after my own health and well-being?

**Recommendations and Best Practices**

- You already know it’s important to keep a regular schedule, stay connected, and stay active
- But, have you thought about how to cut yourself some slack and set realistic expectations?
- More importantly, have you found that your disability presents different challenges in this new setting?
- Consider whether it’s the right time for you to disclose your disability or have a new conversation about your accommodation needs
- Think about reaching out to your employer’s disability resource group to understand how others may have disclosed in the workplace, and what internal supports may be available for you
- Reach out to Lime Connect for disability-related guidance, and consider joining The Lime Network to access professional development resources “with a twist on disability” in addition to tips on disclosure and webinars and community chats designed to support those who have disabilities during our current environment

*Employees with disabilities: guidance and resources for COVID-19*

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We should all strive to live in the “growth zone.”

Resources for the workplace

- Lime Connect “Whether, When and How to Disclose a Disability” Tip Sheet
- Time Management: Working from Home (LinkedIn Learning webinar)
- Make Work from Home Work for You (Google blog)
- 23 Essential Tips for Working from Home (Inc. article)
- Executive Presence on Conference Calls (LinkedIn Learning webinar)
- Managing Stress for Positive Change (LinkedIn Learning webinar)
- Productivity Tips: Finding Your Productive Mindset (LinkedIn Learning webinar)
- Lime Connect’s Personal and Professional Tips and Resources: COVID-19
Resources for you as an individual

• Yoga from Lululemon (Free yoga classes)
• Stop Trying to Be Productive (New York Times article)
• Google: COVID-19 Information and Resources

A little more about Lime Connect:

Lime Connect is a global not for profit 501(c)(3) organization that's rebranding disability through achievement. We do that by attracting, preparing, and connecting high potential university students and professionals - including veterans - who happen to have all types of disabilities for scholarships, internships, The Lime Connect Fellowship Program, The Lime Connect Foundations Program and full time careers with our corporate partners - the world's leading corporations.

We are pleased to support all employees of our partners who happen to have disabilities, and are a resource as you navigate COVID-19, disclosure, career advancement and more.

Our current corporate partners include BlackRock, Bloomberg, Goldman Sachs, Google, JPMorgan Chase & Co., Microsoft, PwC, Sony Corporation (Sony Pictures Entertainment, Sony Corporation of America, Sony ATV Publishing, Sony Electronics, Sony Interactive Entertainment and Sony Music), and Unilever in the United States; and Bell, BMO, CIBC, IBM Canada, Rogers and TD in Canada.

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