Disclosure of a disability is always a personal decision, and it can be rather intimidating to consider disclosing - especially with a non-visible disability. And, with the advent of working remotely for so many, it’s important to also consider how that differs from an office setting, or from the classroom if you’re interning or doing a co-op. Focusing on your strengths, and the things you need to be as successful as possible in any workplace, are key. If you need an accommodation, or just want to disclose, these tips can help.

Understand the structure of the interview, and/or the role/new situation.
• Ask for details regarding the interview process. Will there be multiple interviews in a day? Will there be a technical piece? Is it a behavioral interview? Will you need an accommodation? Ask.
• Understand the job itself and the expectations of the role. Might you need an accommodation?
• How has your job changed with working from home?

Identify your needs before you ask for an accommodation.
• You are the expert on what helps you to achieve success.
• If you are working or studying from home, how does virtual communication impact you? Time management?

Simplify your disability.
Practice disclosing! It’s your choice regarding when to do it - set yourself up for success.

Discovering the Strengths That Come From Your Disability

Disabilities often come with benefits.
• ADHD is described as “the entrepreneur’s advantage,” and those who are dyslexic can have strong strategic thinking skills. Someone who is blind might be a great planner with creative work-arounds. What might you have?

Consider what has been a disability-related challenge for you.
Think about the work-arounds you have developed for yourself related to it.
• Have these made you more conscientious? More diligent? Creative? A better listener?

Identify what might be perceived as a weakness and then think about the strength.
• Difficulty focusing on a task may mean that you are constantly in a creative mode and thinking “outside the box,” limited mobility may mean that you’re extra flexible when things are thrown your way.

You can also learn more about how to effectively disclose in an interview, or professional setting, by reviewing our archive of professional development webinars. You’ll also have access to scholarships, career opportunities with our partners, social events and more. Check it out, and join The Lime Network via www.limeconnect.com.