

CONSIDERATIONS FOR DISCLOSURE AT THE INTERVIEW STAGE (FOR PERSONS WITH AN INVISIBLE DISABILITY)

This brief activity may be useful in guiding your decision on whether or not to disclose at an interview, as a person with an invisible disability.

The listed options are based on personality traits and level of comfort with discussing your disability, and prior disclosure experience(s).

If you identify more with the items on the left, you might be ready for disclosure at the interview stage. If you identify with more options on the right, you might want to consider other options for when to disclose to your co-op employer.

Note: Identifying more with either side of the table is not inherently good or bad. Be honest with yourself and think carefully about these prompts in relation to disclosure.

Tick the boxes next to the options that you identify more with.

Prepared to address misconceptions about my disability at the interview stage. ¹	<input type="checkbox"/>	Not prepared to address misconceptions about my disability at the interview stage.	<input type="checkbox"/>
Comfortable discussing my disability and accommodation needs at an interview (outspoken). ²	<input type="checkbox"/>	Not very comfortable discussing my disability and accommodation needs at an interview (reserved).	<input type="checkbox"/>
Not keen about others' perceptions of me during social interactions. ³	<input type="checkbox"/>	Keen about others' perceptions of me, during social interactions.	<input type="checkbox"/>
High inclination to take risks. ⁴	<input type="checkbox"/>	Low inclination to take risks.	<input type="checkbox"/>
Positive experience(s) with disclosure. ⁵	<input type="checkbox"/>	Little or no positive experience(s) with disclosure.	<input type="checkbox"/>

¹ Rebecca Spirito Dalgin, "Disability Disclosure in an Employment Interview: Impact on Employers' Hiring Decisions and Views of Employability," (PhD diss., Syracuse University, 2005), 19.

² Derek Isetti, "Listener Impressions of Spasmodic Dysphonia: Symptom Severity and Disclosure of Diagnosis during a Job Interview" (PhD diss., University of Washington, 2014), 31.

³ Isetti, "Listener Impressions," 31.

⁴ Isetti, "Listener Impressions," 31-32.

⁵ Isetti, "Listener Impressions," 34.

Bibliography

Isetti, Derek D. "Listener Impressions of Spasmodic Dysphonia: Symptom Severity and Disclosure of Diagnosis during a Job Interview." PhD diss., University of Washington, 2014. ProQuest (3641552).

Dalgin, Rebecca Spirito. "Disability Disclosure in an Employment Interview: Impact on Employers' Hiring Decisions and Views of Employability." PhD diss., Syracuse University 2005.