

Disclosure Script Worksheet

Take a moment to consider the following questions and record your answers in your preferred format:

- Describe your disability in simple terms that most people could understand.
- What are your top strengths and abilities that relate to this position?
- What are the job duties that could be difficult for you to perform?
- What are the strategies and accommodations you can use to overcome these challenges?

Example Script:

Although I don't anticipate any problems, I did want to mention that I do have (preferred term for your disability). I do believe that my (one or two strengths) will allow me to excel in this position, however sometimes (indicate your functional limitations) might interfere with my ability to (describe the duties you may have difficulty performing). In the past, I have found that I can overcome this issue with (describe specific accommodations you need). I wanted to let you know so we could address any potential concerns at this time

Next Steps:

Now join your answers together and form one cohesive paragraph. Practice makes perfect so consider practicing this disclosure in front of the mirror, a friend, a loved one, or even an accessibility councillor.

This activity has been adopted from the University of Guelph.