

Writing and Practicing a Disclosure Script

A “disclosure script” is a brief summary of how your disability might impact on your management of the working environment or the requirements of your job. It sets out the reasonable accommodations that your employer needs to provide, to enable you to do the job that you have applied for. Having a “script” and practicing it with friends or relatives will help you to become more confident about disclosing to strangers or people that you don’t know that well.

This worksheet can help you develop self-advocacy skills and confidence, by focusing on your strengths and demonstrating to a potential employer that your disability will not impact on your performance, once the accommodations that you need have been implemented.

1. Describe your disability in a way that anyone could understand.

2. What are your key strengths and abilities, and how do they relate to the work that you want to do?

3. What aspects of the work environment or tasks might be difficult for you to manage, and why?

4. Now, think about possible solutions. Are there strategies or tools that you used in school or college that could be replicated? Do you need specific Assistive Technology? Is there a small or simple adjustment to the task or environment that could make all the difference?

Now put all of the above statements together into one ‘script’ that you feel confident about sharing with potential employers. For example:

“I don’t anticipate any problems with this position. As you can see, I have achieved (qualifications), however, I did want to mention that I do have (Point 1). I believe that (Point 2) will mean that I am more than capable of fulfilling the requirements of this position, however, sometimes (Point 3) might impact on tasks such as (Point 3). In the past, I have found that (Point 4) addresses these difficulties and permits me to work to the best of my ability. I wanted to let you know so we could discuss any potential concerns that you might have.”

Practice this with friends, family, mentor, support worker, or Guidance Counsellor.