

TOP TIPS FOR DISCLOSURE

- Be very positive about your skills and abilities that you possess.
- Develop affirmations which empower you to overcome doubts and any lack of confidence in your ability to land the job and do it well.
- Provide factual information that is related to your ability to do the job but that does not use complicated medical terminology. Remember that you know what your health condition or disability means and how it affects you or might affect your ability to do the job; others may not.
- Be prepared for the interviewer to ask you questions about your disability. Try to anticipate any concerns they may have and develop responses to them.
- Be prepared to make suggestions about what adjustments you would need for you to carry out the duties of the job effectively. (Remember that the government provides support for many adjustments). See:

<http://www.ahead.ie/employer-accommodations>

<http://www.ahead.ie/workgrants>

- Give positive examples of how you have met challenges in the past.
- Demonstrate that your disability has neither limited your ability to achieve your life's goals generally nor limited your study or work performance specifically.
- Don't let your health or disability become the focus of the interview.

If you feel you've been treated unfairly, you could find it helpful to talk to someone. EG:

Irish Human Rights and Equality Commission <http://www.ihrec.ie/>

For further information see: AHEAD's publication - A guide to Disclosure: <http://www.ahead.ie/>