

# Creating Your Disclosure Script

Just like your “elevator pitch” that provides a concise overview of your skills and future goals, your “disclosure script” is a brief summary of how your disability impacts your work and provides accommodation solutions. Having a “script” and practicing it with friends, relatives, and mentors will help you when it comes time to disclose in the employment process.

This activity is designed to help you positively advocate your strengths and confidently communicate to employers that your disability will not impact your workplace performance once the accommodations you need are implemented. Let’s get started!

1. Describe your disability in simple terms that most people could understand.

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2. What are your top strengths and abilities that relate to this position?

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3. What are the job duties that could be difficult for you to perform?

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4. Now, think about possible accommodations. Are there strategies or tools you have used in the past that have allowed you to overcome similar problems? Research your options if this is an issue you have not previously encountered.

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Now combine all of these points into a cohesive dialogue that you feel comfortable sharing with potential employers. Here is a sample disclosure script that you could use:

“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.”

If you’re having difficulty coming up with a script that feels natural to you, the Career Advisors at Co-operative Education & Career Services are here to help. Visit [recruituelph.ca](http://recruituelph.ca) to learn more.