This document is intended as a starting point to help you consider what to say to an employer if you decide that you want to tell them about your disability.

- Don’t assume the employer will understand your disability without further information from you: Be prepared to describe your disability simply and briefly, avoiding jargon and sharing information that is relevant.
- Most disabilities are made worse by tiredness, stress and anxiety, so make sure you communicate this to the employer.
- If relevant to you, it is also important to emphasise that your disability has nothing to do with ability or intelligence, and that it affects different people in different ways.
- Don’t assume that an employer will view you in a negative way. As a result of your disability you will have developed strengths in certain areas, and this document has examples of strengths, so that you can select the ones that apply to you.

**Disability: ADHD**

“I have a neurological disorder that sometimes causes difficulties with concentration, sitting still and impulsiveness.”

**This means I have strengths in certain areas. These are …**

- Quick reactions
- I have lots of energy
- Able to improvise in a difficult situation
- I notice everything in the environment
- I'm sociable and a good communicator
- Creative thinking
- I'm good at starting new projects
- Being very focused on an activity that I enjoy
- I'm independent and know my own mind

**Disability: Autism/Autistic Spectrum Disorder**

“I have a disability which can affect the way that I communicate and interact with others.”

**This means I have strengths in certain areas. These are …**

- Being very focused on an activity that I enjoy. This can lead to significant productivity if the activity is related to my work.
- Detailed factual knowledge and an excellent memory.
- Problem-solving skills and attention to detail: I prefer logical and structured approaches to my work, and often think in a very visual way. I enjoy problem-solving and can bring new ideas and take fresh approaches to my job.
- High levels of concentration: I find focusing on detailed work rewarding, and can work persistently and without being distracted, paying great attention to detail and being able to identify errors.
- Reliability and loyalty: I am capable of being very conscientious and committed to my work, often with good levels of punctuality, honesty and integrity.
- Technical ability and specialist skills and interests such as in IT: I have developed highly specialist interests and skills.
- Resourceful: I have had to find ways to overcome challenges and so can be resourceful.
- Above average intelligence.
- Good verbal skills.
Disability: Dyscalculia
“I have a Specific Learning Difficulty (SpLD) which mainly affects the ability to acquire arithmetical skills. Dyscalculia can cause difficulties with understanding simple number concepts and learning number facts and procedures.”
This means I have strengths in certain areas. These are …
• Strong creative skills
• I come up with solutions no one else has thought of
• Strong problem-solving skills
• Being able to see the “whole picture”
• Making unexpected connections
• Lateral thinking and thinking “outside the box”
• Love of words
• Practical ability

Disability: Dyslexia
“I have a Specific Learning Difficulty (SpLD) which mainly affect reading, writing, spelling and sometimes maths. Dyslexia can affect the way a person processes information in their brain.”
This means I have strengths in certain areas. These are …
• Strong visual skills
• I can think on my feet
• Strong creative skills
• I come up with solutions no one else has thought of
• Strong problem-solving skills
• Being able to see the “whole picture”
• Making unexpected connections
• Visual-spatial skills
• Three dimensional thinking
• Lateral thinking and thinking “outside the box”
• Excellent trouble shooting abilities
• Good communication skills

Disability: Dyspraxia
“I have a Specific Learning Difficulty (SpLD) which can cause difficulties with co-ordination, and can also affect organisation, memory, concentration and speech. Dyspraxia is also known as Developmental Co-ordination Disorder (DCD).”
This means I have strengths in certain areas. These are …
• Strong creative skills
• Capable of original thinking
• I come up with solutions no one else has thought of
• Strategic thinking
• Determination
• Motivation
• Strong problem-solving skills

Disability: Tourette’s Syndrome
“I have a neurological condition that can cause me to make involuntary sounds and movements called tics.”
This means I have strengths in certain areas. These are …
• High levels of concentration
• Determination and single-mindedness
• Strong willpower and self-control
• Resilience and ability to deal with adversity and setbacks
• Problem-solving skills
• Resourceful
With acknowledgements to the following:

Websites -
https://www.bdadyslexia.org.uk/ - British Dyslexia Association
https://dyspraxiafoundation.org.uk/ - Dyspraxia Foundation
http://www.lexxic.com/ - Lexxic
http://www.mathematicalbrain.com/ - The Mathematical Brain (Professor Brian Butterworth)
https://www.autism.org.uk/ - National Autistic Society
https://www.tourettes-action.org.uk/ - Tourette’s Action

Web pages –
Hallowell New York City [Viewed 5th October 2018]. Available from: www.hallowellnyc.com

Articles -