

After a disability-related issue on the job

Transcript

You may choose to take a reactive approach and disclose a disability only if there's a disability-related issue. By waiting to disclose, you have the opportunity to first prove your abilities. This can demonstrate initiative and shows to your supervisor that you're putting forth your best efforts to perform effectively at the job.

There are risks to this approach. You can never predict how your supervisor or co-workers will react. And even though the issue is not your fault, your supervisor may feel that you've been dishonest or falsified your job application.

You might find it difficult to regain the supervisor's trust if such an issue arose. Relationships with co-workers could be affected if there is perception that you've been untruthful.