



AGCAS

The Association of Graduate
Careers Advisory Services

Disclosure - Neurodiversity

AGCAS Disability Task Group

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 affects 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 (2018). Benefits (Yes Benefits!) of Having ADD/ADHD [online].

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

Articles -

Lehrer, J (2011). The advantages of Tourette's. *Wired* [online]. **April 2011**. [Viewed 5th October 2018]. Available from: www.wired.com

Nall, R (2016). The benefits of ADHD. *Healthline* [online]. **February 2016**. [Viewed 5th October 2018]. Available from: www.healthline.com