

Should I disclose?

The decision, in four questions

1. Do you need a change to show your work fairly?

No: you can stop. You do not have to tell anyone.

Yes: go to 2.

2. Can you ask for the change without a label?

Yes: ask for the practical thing, then stop if you want.

You want them to understand why: go to 3.

3. Which moment feels safest?

Application, interview, offer, or once you are in the job.

4. What will you actually say?

One practical request. Not your whole history.

Words you can borrow

Application: I work best with instructions in writing.

Interview: Please send the topics the day before.

Offer: Before I start, can we agree written instructions?

In the job: Can we keep one morning clear of meetings?

Not medical advice and not a diagnosis. Nancy Osazee, Founder.