

DISCLOSURE

DO I START THE
CONVERSATION AND
LET ON, SPEAK UP
AND REVEAL?

**Optional Activities
and Resources**

3

DECISION-AID TOOL TABLE OF CONTENTS

PART 3

Optional Activities and Resources

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LET'S REFLECT



This section includes questions to help you reflect and think about the different factors that might influence your decision to disclose. The questions relate to the different topics covered throughout the tool.

Please use the spaces in this section to write down some of your thoughts. If you need more space, please grab a separate sheet of paper or go to the end of this part of the tool, which includes additional fillable space.

1. Reflect on some of the benefits of disclosing. Refer to the 'What is Disclosure' section, on page 2 in Part 1 of the tool.

- **Which three benefits make you want to disclose?**

- **Can you think of one other benefit of disclosing?**



2. Reflect on some of the risks of disclosing. Refer to the 'What is Disclosure' section, on page 2 in Part 1 of the tool.


- **Which three risks make you not want to disclose?**

- **Can you think of one other risk of disclosing?**

3. If you were to disclose, reflect on what your goals of disclosure might be. Refer to the 'What is Disclosure' section, on page 3 in Part 1 of the tool.

- **List up to three of your disclosure goals.**

- **If you disclosed in the past, list one of the reasons you decided to disclose.**




4. Reflect on the workplace factors that might make you more or less likely to disclose. Refer to the 'Workplace Environment' section, on page 4 in Part 1 of the tool.

- **List up to three workplace environmental factors that may make you more likely to disclose.**

- **List up to three workplace environmental factors that may make you less likely to disclose.**

- **Which of these factors are most important to you and might influence your decision the most?**



5. Reflect on the qualities and characteristics of the person who you might disclose to. Refer to 'The Person/People You Might Disclose to' section, on page 6 in Part 1 of the tool.

- **Which three qualities and characteristics listed on page 6 are the most important for a person to have before you would disclose to them?**

- **List one other quality or characteristic not listed on page 6 that is important to you.**

6. Reflect on your own workplace needs. Refer to 'Your Workplace Needs & Strengths' section, on page 1 in Part 2 of the tool for examples.

- **What do you need to do your best at work? List up to three of your needs.**

- **To support these needs, would you need accommodations or adjustments at your job?**

Yes

No

Unsure

Why?

7. Reflect on your strengths. Refer to 'Your Workplace Needs & Strengths' section, on page 3 in Part 2 of the tool for examples.

- **List three of your strengths.**

- **How might these strengths benefit you at work?**

- **Would you share these strengths when disclosing?**

Yes

No

Unsure

Why?

8. Reflect on your personal values and identities. Refer to the 'Identity & Personal Values' section, on pages 4 and 5 in Part 2 of the tool for examples.

- **What are some of your personal values? List up to three.**

- **Do any of these values make you more or less likely to disclose?**

Yes

No

Unsure

Why?

- **What are some of your identities (e.g., your autism, gender, culture, race, other disabilities, etc.)? List up to three.**

- **Do any of these identities influence your decision to disclose your autism?**

Yes

No

Unsure

Why?

Review your responses to the reflection questions to help you make your disclosure decision. You can even review your responses with someone you trust if you have questions or need support. Remember your answers might change as your experiences change! Feel free to go back and answer these questions whenever is helpful for you.



CHECKLIST

Please feel free to use the following checklist to help you when assessing your work environment before disclosing.

Think about the following question when using the checklist: **Does your workplace or potential workplace have these things? After completing this checklist, think about which of these are the most important to you.**

Workplace Factors to Look For	Yes	Unsure	No
The workplace has policies that are inclusive and support employees with disabilities.			
The workplace has committees that help their employees with disabilities.			
There are other employees with disabilities at this job.			
My employer / manager asked about my accommodation needs.			
People at work seem / are inclusive and open.			
The organization has staff training about invisible disabilities like autism.			
Staff are knowledgeable about autism.			
I know that accommodations/adjustments will help me to do my best at this job.			
The company is involved in different initiatives that support people with disabilities.			
<i>Add another factor here that is important to you!</i>			

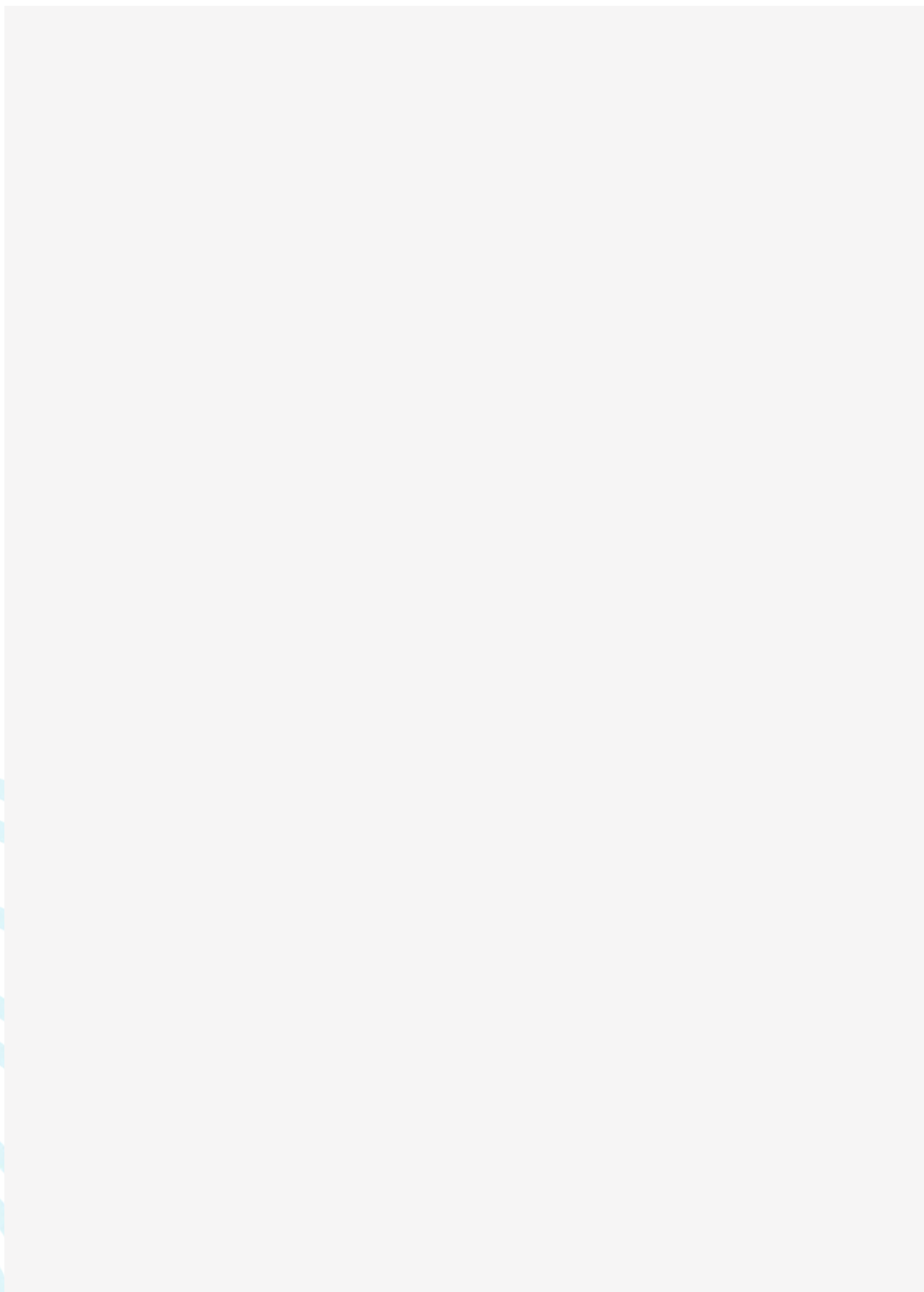
CHECKLIST

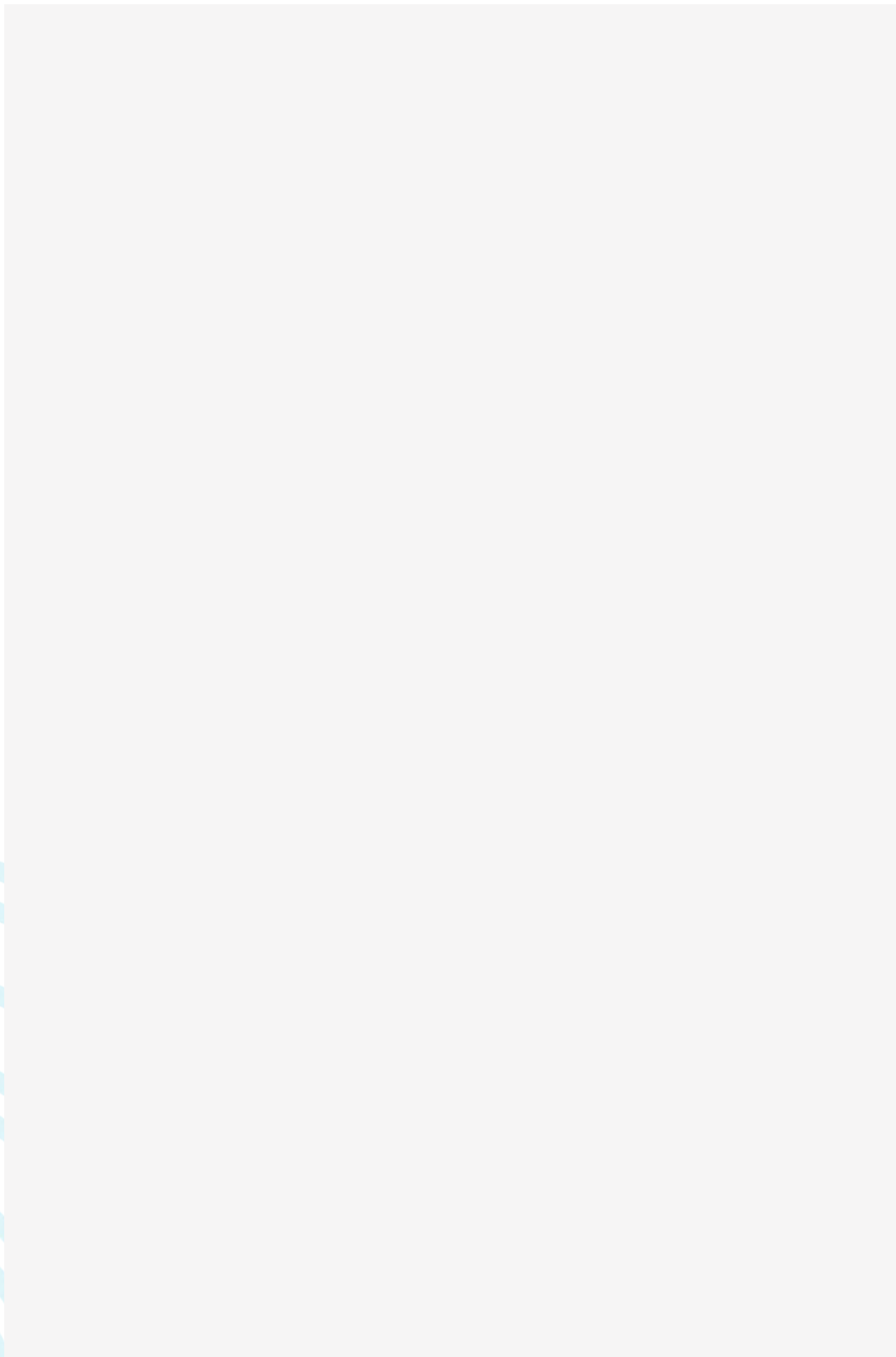
Please feel free to use the following checklist to help you when assessing the qualities and characteristics of the person/people you might disclose to.

Does the person you're disclosing to or thinking of disclosing to have these qualities and characteristics? After completing the checklist, think about which of these are the most important to you.

Characteristics and Qualities to Look For	Yes	Unsure	No
The person seems reliable.			
The person does not gossip.			
The person seems kind and compassionate.			
The person seems patient.			
The person seems non-judgmental.			
The person is my friend.			
The person seems personable.			
The person is inclusive and accepting of others.			
The person has autism or another disability.			
The person seems knowledgeable about disabilities.			
The person can help me achieve my disclosure goal (e.g., to get workplace accommodations).			
<i>Add another factor here that is important to you!</i>			

MORE SPACE TO WRITE!





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