

Disclosure Conversation Guide

Deciding whether, when, and how to tell an employer that you are neurodivergent is personal, and there is no single right answer. This guide helps you think it through and find words that fit you. Nothing here is legal advice, and you are never required to disclose except where you choose to request a formal accommodation.

First, this is your choice

Disclosing that you are neurodivergent is always your decision. You are not required to disclose to apply for or hold a job. The one time it usually matters is when you want a formal accommodation, which an employer can ask you to support. Use these prompts to decide what is right for you.

Should I disclose? Think it through

REASONS IT MIGHT HELP

- You want a specific accommodation.
- It would ease stress to be open.
- The culture is visibly supportive.
- It explains a support you already use.

REASONS TO WAIT

- You do not need anything right now.
- You are still learning the culture.
- You would rather be known first for your work.
- It simply feels too soon.

What I am hoping to gain by disclosing

Who, and when

Who feels safe to tell (manager, HR, a teammate)

A good moment to raise it

What to say

You control how much to share. You do not owe anyone your diagnosis. Here are starting points, adapt them to your voice.

Light touch, no label: "I do some of my best work when I have questions in advance and clear written instructions. Could we try that?"

Naming it, briefly: "I am neurodivergent. It mostly means I focus best with fewer interruptions. A couple of small adjustments help me do my best work, and I would like to talk them through."

Tied to an accommodation: "I would like to request a workplace accommodation. I am happy to share what would help and to provide documentation if the process needs it."

My version, in my own words

What I want to ask for

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