



Strengths-based Communication

Requesting Employment Accommodations

Deficit -Based

In our society, it's common to talk about how disability impacts us and others using negative or deficit-based language.



"I can't sit for long periods of time because I have a bad back."



Strengths-based

Try using strength-based language to request accommodations by letting the employer know what you "can do" instead of what you "can't do".



"I can sit at long periods of time in an office chair with a back."

"I can't do that task because the stress will trigger my mental health."



"I can do that task with short breaks to stay focussed."

"I can't follow written instructions because reading is a barrier for me."



"I can quickly absorb information when I use a text to speech app."

Using strength-based communication can also help reduce stigma and assumptions about the employment qualifications of people with disabilities.

CONTACT

TRU Career and Experiential Learning
Email: careereducation@tru.ca
Phone: 250-371-5627
Website: www.tru.ca/cel