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To Tell or Not to Tell? How Disclosure of a Speech or Mental Disorder Affects Employability

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Poster Presentation P22

**TO TELL OR NOT TO TELL? HOW DISCLOSURE OF A SPEECH OR
MENTAL DISORDER AFFECTS EMPLOYABILITY**

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The purpose of this study was to examine the impact that disclosure of a mental disorder (i.e. bipolar disorder) and a speech disorder (i.e. stuttering) has on person perception and employability. Participants viewed a picture and heard a recording of an individual applying for a university work-study job. They saw one of six scenarios which manipulates the type of disorder (bipolar disorder or stuttering) and level of disclosure (none, visually indirect, verbally direct), then they rated the individual on person perception, personal reactions, and gave hiring recommendations. Results may indicate that disclosure of a disorder affects the manner in which people view a person, as well as the apparent capabilities that this person has for several on-campus jobs. It is predicted that disclosure of an overt, speech disorder will be looked upon more favorably than disclosure of a covert, mental disorder. The results may be helpful for those who have disorders who are trying to decide whether or not to disclose them to those in their daily lives.