Afifi, T., & Steuber, K. (2009). The Revelation Risk Model (RRM): Factors that predict the revelation of secrets and the strategies used to reveal them. *Communication Monographs*, 76(2), 144-176.

The primary goal of this research is to advance the risk revelation model (RRM) that explains the factors that predict when people will reveal or continue to conceal secrets. Among other things, people will assess the risks involved with the disclosure of secrets and that this risk assessment is what predicts people's "readiness" or willingness to reveal them. People are more willing to reveal their secrets under certain conditions: (1) for release of some kind, (2) if they feel the target needs to know/has the right to know the information, and (3) if other people (including the target) are encouraging the person to reveal the secret. Finally, the RRM assumes that people are more willing to actually reveal their secret when they have the ability to talk about it. As far as disclosure, it is a decision that necessitates weighing perceived outcomes and benefits with unknown results (Afifi & Steuber, 2009). The greater the risk involved; the less likely people were to disclose when it came down to actually revealing their secret. People who are really afraid of the consequences of the revelation may be likely to conceal their secret for a longer period of time, or not reveal it at all.

This research reveals that keeping how long an individual may keep the secret of an invisible disability or if they will ever reveal that mystery to an employer. When you begin to weigh the consequences of possible employment or retaining one’s employment that becomes a stronger motivation to keep quiet. This article and the research is cited extensively so I believe the risk revelation model has some widespread knowledge in the communication and HR industry. A larger sample of those who revealed their secret would have allowed for more variance in the perceived risks of the disclosure. The sample size was 100 participants. This being said, I believe it contributes to my project.