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#1 I tried seminal research. The major works on my topic were interestingly videos. This one in particular caught my eye. To say that invisible disabilities has a lot of seminal research is perhaps an overstatement.



Reference:

Ryan, S. (Director). 2016. [No Limits, Invisible Disabilities](https://search-alexanderstreet-com.libezproxy2.syr.edu/view/work/bibliographic_entity%7Cvideo_work%7C3176405). Disability Media Australia.

[No Limits, Season 9, Episode 1, Invisible Disabilities](https://search-alexanderstreet-com.libezproxy2.syr.edu/view/work/bibliographic_entity%7Cvideo_work%7C3176405)

directed by Serena Ryan, fl. 2006-2016; produced by Serena Ryan, fl. 2016, Disability Media Australia, in [No Limits](https://search-alexanderstreet-com.libezproxy2.syr.edu/search?ff%5B0%5D=video_series_facet%3ANo%20Limits&sort_by=real_title_sort&sort_order=ASC), Season 9, Episode 1

I watched this episode of the television series which gave some interesting perspectives on invisible disabilities. They focused on chronic fatigue syndrome or CFS, depression and multiple sclerosis. Individuals discussed what it was like to support yourself, but when they didn't have any other support system it's challenging. This is due to the fact with employers sometimes in the beginning they consider an individual lazy. Individuals with invisible disabilities were discussing that they recognized it's more than laziness, “when you don't want to go out; when you can't seem to go to things that you want to go to. It's not a matter of just going to all the bed things or not picking up things from your room, it's when you actually can't do your own craft, your own work, your own social activities, there is something wrong.”

This will be useful to my project because it reflects the continuing information that I am finding as I research this project. The viewpoints of individuals interviewed presented reinforcement that invisible disabilities have so many challenges and it is frustrating to individuals to disclose. If an individual didn’t disclose, they could be categorized as lazy and inept. In the worst-case scenario, the end result is employment termination. Disclosure of these invisible disabilities resulted in discrimination and stigma, and that the individuals interviewed spoke about disclosure during the hiring period resulted in fewer invitations for job interviews.

#2 Cited in searching



I put Maria Norstedt’s (from my previous research) name in Google Scholar and found the article I was utilizing for my research. I then went to cited by and found the following.

Brouwers, E. P. M., Joosen, M. C. W., van Zelst, C., & Van Weeghel, J. (2020). To disclose or not to disclose: A multi-stakeholder focus group study on mental health issues in the work environment. *Journal of Occupational Rehabilitation*, 30(1), 84-92. <https://doi.org/10.1007/s10926-019-09848-z>

I found this paper on whether or not to disclose mental illness or mental health issues in the work environment. The research questions were: (1) what do stakeholders see as advantages and disadvantages of disclosing mental illness or mental health issues in the work environment; (2) what factors are of influence on a positive outcome of disclosure? The aim of the study was to explore different stakeholder perspectives on advantages and disadvantages of non- disclosure, and on factors determining a successful outcome. Generally, it was believed that disclosure can have important benefits, but if work functioning is not or minimally affected by the symptoms, for the employee’s well-being and employability it is best not to disclose. This is especially true during the hiring period- in order to avoid stigma and discrimination.

A discrepancy emerged between HR managers on one respect, and people with mental illness and mental health advocates on the other. Specifically, all were in favor of disclosure, but for different reasons. HR managers were in favor of disclosure, since it enabled them to discriminate and avoid financial risk. Managers had mixed feelings about it, however they regarded it as a basic responsibility of their jobs. Nevertheless, the other two groups emphasized that authenticity in the workplace was extremely important for well-being and work performance. The additional finding that concealment was associated with feeling dishonest on the part of people with invisible disabilities, resulting in a weight on one’s shoulders causing stress and exhaustion. Moreover, workplace authenticity by individuals (by disclosing invisible disabilities) was positively related to wellbeing,

This will be useful to my project because it clearly demonstrated the risk of discrimination as a major disadvantage of disclosure. This generally referred to the discloser being a financial risk for the employer. The HR professionals came up with many ways in which disclosure could lead to discrimination. These were all related to reducing the employers’ financial risk and included the following: trying to get rid of the employee, no continuation of a temporary contract after it finishes, not hiring, offering the discloser only temporary contracts, a shorter contract or lower salary. HR professionals viewed it as a positive hiring decision, due to their responsibility in their jobs. From their point of view, they were in favor of disclosure during the hiring period since this would enable them to avoid hiring the discloser and protect their employer from financial risk. Note that a strength of the study is that it concerned real stakeholders with personal and professional experience.

#3 Subject Search



Marshall, J. E., Fearon, C., Highwood, M., & Warden, K. (2020). “What should I say to my employer… if anything?”- my disability disclosure dilemma. *International Journal of Educational Management*, 34(7), 1105-1117. <https://doi.org/10.1108/IJEM-01-2020-0028>

This research explores the key issues surrounding teacher/staff disability disclosures in England’s further education (FE) sector. Further education (FE) includes any study after secondary education that's not part of higher education (that is, not taken as part of an undergraduate or graduate degree). Courses range from basic English and math to Higher National Diplomas.

Two major outcomes include the following: the desire for teaching staff to “come out” and make a disability disclosure and the perception of disability as a “deficit”. Some of the staff that disclosed their hidden disabilities stated they would not do so again. To avoid the negative side effects, developing a “culture of disability disclosure” and providing long-term employer support are necessary. It was pointed out that contemplating disability disclosure is not an isolated event but rather, a never-ending process that can generate significant fear, uneasiness and anxiety that may remain indefinitely throughout one’s employment term or even career lifetime. Teachers within the case organization who disclosed their learning disability to their line manager often felt “overwhelmed”, “anxious” and “tired”, despite having disclosed in what they felt was the proper way.

This will be useful to my project because it presents a point of view from a different employment area (teacher/staff disability) than I’ve previously explored. It was interesting in this research that the reactions to initial disclosure influenced other teacher’s decisions to disclose a disability in the future. As long as disability disclosure was perceived as a deficit, then personal fears and employee anxieties are likely to remain. Another interesting finding was that none of the teachers who disclosed a learning disability had ever been promoted. It is also clear that teachers with a disability were less likely to apply for promotion due to perceptions of disability being perceived as a deficit.

**Thoughts about the tools**

Seminal research was a bit frustrating for me. It did not reveal the data and research that I thought it might. Perhaps I was not familiar with working through the databases or I was too narrow in my search ideas. It seemed that I kept coming up with videos. I did find the videos of interest and if I was doing a multimedia presentation then I might be able to utilize clips from the material I found.

Cited in searching is something I’ve been doing but not in the same methodology described in this course. It did force me to look at my research articles with a different lens and I was able to find some research that I found interesting. I’m not sure if I haven’t been searching effectively or if new articles were added but I was pleased finding several new research studies that support my theories on disclosure as well as finding information on unspoken employer’s resistance to hiring individuals who disclose in interviews a disability. (I don’t mean I’m pleased that employers have resistance).

Subject search was my final search. This was my favorite. The quotation marks of disability and invisible yielded several different studies. While I had to sort through the results to get several that were applicable…they presented different points of view. The one I’m including is interesting as it includes information about disclosing disabilities as “coming out”… where have we heard that terminology before and how disclosure resulted in career suicide. Teachers were seen as having deficits and this was apparently not acceptable in this profession.