

NATIONAL STUTTERING ASSOCIATION

IF YOU *stutter*, YOU ARE NOT *alone*.



Friday, November 17, 2020

Part 2 - Unpacking Career Success Barriers for People Who Stutter: Job Searching, Resumes & Job Applications

In this unique webinar, Jonathan Lazenby, a member of the NSA's WeStutter@Work project teams, talks with two hiring managers about how they perceived his stuttering during job interviews. Jonathan asked them about their first impressions when he started stuttering. The hiring managers also shared their thoughts on whether Jonathan's stutter came across as a lack of confidence, competence, and nervousness. This insightful webinar will help you to learn how best to disclose your stuttering in job interviews and how to handle difficult questions stemming from your resume.

Facilitator: Jonathan Lazenby (Community Employment Specialist, North Carolina Department of Health and Humana Services "DHHS" and NSA WeStutter@Work Employment Advocacy Team Member)

Guest Speakers – Hiring Managers: Ellen Morales (Retired/DHHS Div. of Rehabilitation Rehab. Manager); and Danielle Omori (Counselor in Charge/DHHS Division of Services for the Blind)

| Behind the Scenes - Chat Room Excerpt | |
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| Elaina: | I am a clinical instructor at Louisiana State University |
| Vernard: | Department of Rehabilitation, Inglewood, CA |
| Adam: | If a person is hot at work and gets sent home, can the person return the next day to work if they feel fine? Is it wise to toughen it out if one feels sick at work and not tell anyone so you won't be sent home?? |
| Sunil: | India |
| Jaime: | Department on Disability, City of Los Angeles |
| Irene: | The slide said that the presentation you're doing today is a modified version of the job seeker guide, and you linked to what I believe is the original guide. I'm wondering if the version modified for this presentation is available |
| NSA: | Irene - The content for some of what Jonathan is sharing is from the Toolkit ... that's what's been modified |
| Cheryl: | What are the pros and cons to disclosing at an interview verses waiting until being hired (or in the 90 day probation period)? |
| Taylor: | I only stutter in certain situations (like introductions). As a hiring manager would you want to know? |
| Michael: | If two people interview for the same position, would you prefer to hire someone not to stutter? |
| Keith: | I actually wait to disclose until I stutter. At that point I add "By the way, you have probably noticed by now that I stutter a little bit sometimes..." |
| Trace: | I work for a fire department. Before I was hired. When I interview I mix it up. Sometimes I mentioned I do and sometimes I did not. It gives me the control over them to see how they act and if I really want to work there. Most of the time, they are really welcoming. At the end. I tell them "as you notice I stutter and it has never affected the performance of the job. If you have concerns please contact my general manger who is my first reference." It has worked well. |
| Sunil: | I know that disclosure is good thing in a long term but I stutter more so called severe after the moment of disclosure. |

Behind the Scenes - Chat Room Excerpt

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| | So what kind of image will I be portraying? Will this discriminate against me seeing me stutter more? |
| Irene: | Former recruiter: Worth it to research the company to understand the environment and how to position yourself around disclosing and how too. Some companies are more experienced than others in being inclusive. |
| Adam: | I desperately want/need a speech-easy but can't afford it!!!!Delayed auditory feedback. Choral effect takes stuttering away! |
| Jim: | Is stuttering a disability or imperfection? |
| Jaime: | As a reminder, after a job offer has been made, the potential employer cannot withdraw the offer unless the disability prevents you from performing the essential job functions (with or without a reasonable accommodation) or the disability poses a significant risk of causing harm to other or yourself. |
| Anonymous: | When applying for a job, do I have to apply as a disabled? |
| NSA: | Not in the United States. |
| Michael; Ricky; Sona; Sunil: | Thank you! |

Links:

www.westutter.org/CareerSuccess

JOB SEEKER'S TOOLKIT:

<https://files.nc.gov/ncdhhs/documents/files/JobSeekersToolKit%282019WR%29.pdf>