

Factors that influence the three dimensions of disclosure

Control <i>Whether or not disclosure is a voluntary choice</i>
<p>Factors that influence a worker’s control of the disclosure decision:</p> <ul style="list-style-type: none"> • <i>Residual symptoms</i> - Degree to which the acute symptoms of serious mental illness are observable to others, making concealment of mental illness difficult or impossible • <i>Job compatibility</i> - Degree to which a worker is able to perform the essential functions of their job, without the need for employer-provided job accommodations
Conditions <i>How much to disclose, to whom, and when</i>
<p>Internal factors that influence the conditions imposed:</p> <ul style="list-style-type: none"> • <i>Individual preferences</i> - Personal beliefs regarding the importance of honesty, privacy, advocacy for persons with mental illness, the right to make one's own choices • <i>Internalized stigma</i> - Degree to which a worker accepts the negative stereotypes of mental illness as accurate and/or applying to them <p>External factors that influence the conditions imposed;</p> <ul style="list-style-type: none"> • <i>Social support</i> - Emotional and/or material resources provided to a worker with mental illness by members of their social network (i.e. family members, relatives, friends) • <i>Legal rights</i> - Degree to which a worker with mental illness is aware of the employment protections of the ADAAA
Costs <i>Potential negative consequences of disclosure</i>
<p>Individual factors that influence workers’ perceptions of the consequences of disclosure:</p> <ul style="list-style-type: none"> • <i>Diagnosis</i> - Worker’s DSM-V diagnosis of serious mental illness • <i>Experienced discrimination</i> - Degree to which a worker has previously experienced stigma or negative repercussions of mental illness, at work or in other settings <p>Work-related factors that influence workers’ perceptions of the consequences of disclosure</p> <ul style="list-style-type: none"> • <i>Job security</i> - Degree to which a worker’s job is protected by seniority, union contracts, or the possession of knowledge, skills, abilities that are difficult to replace • <i>Workplace culture</i> - Norms of the work environment regarding willingness of employees to disclose personal issues; management of sensitive information; tolerance of differences