Factors influencing chronic illness disclosure by workers

Factors influencing responses to illness disclosure by managers

diagnostic uncertainty, illness unpredictability



access to appropriate knowledge and training

supervisory trust, perceptions of psychological safety

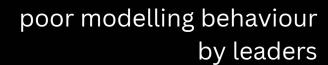


prior experience of illness (own or that of someone close)

fears of job insecurity, discrimination, and stigma

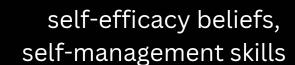


time poverty, capacity stop and listen



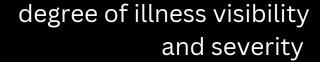


ability to show genuine empathy and experience vulnerability





availability of clear organisational processes and policies





organisational cultural norms around flexible working

feelings of shame, internalised ableism



concerns about managing workflow during periods of absence

fears of letting others down, being perceived as weak



equating reduced work ability with lower competency/commitment

organisational processes that favour compliance over care



perception of 'reasonable' adjustments' as precedent-setting

DYNAMICS OF CHRONIC ILLNESS
DISCLOSURE AT WORK

Cultural Value