MODULE OVERVIEW

Disability at work: See what's invisible, remove barriers

Adaptive module | ~20 min

According to the World Health Organization, nearly 16% of the world's population lives with a disability, and only 2% of them use a wheelchair: most disabilities are invisible and already present in every team. This module shifts the burden: it makes expressing a need normal and treats adjustment as removing a barrier, never as a favor.

LEARNING OBJECTIVES

01 Move beyond the image of the wheelchair: recognize the invisible, sometimes temporary disabilities present in every team.

02 View disability as a situation that arises where a person meets their environment, rather than as an identity.

03 Make it normal to express a need by asking everyone the same question about their working conditions.

04 Remove barriers through work organization, tools, and AI (real-time transcription, text simplification) rather than by expecting people to over-adapt.

WHO IT'S FOR

Managers and colleagues who want a team where everyone can say what they need to work well.

- **Prerequisite:** none

HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

1. **Self-assessment**: on 9 dimensions, to gauge current habits and guide the practice.
2. **Expert video**: 10 minutes, with 3 pauses for reflection.
3. **Practice scenarios**: the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.
4. **Dated commitment**: one action to try, written by the learner or picked from the suggestions.
5. **Memo to download**: key takeaways, questions, commitment, personal notes and checklists.

A SAMPLE PRACTICE SCENARIO

For two months, Chloé has often arrived twenty minutes late to the Monday project meeting at 8:30 a.m. Her work is delivered on time. Two colleagues think Chloé "isn't motivated." Aiko runs this meeting and sets its time, without knowing the reason for these late arrivals. What does Aiko do?

ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

METHODS & MODELS

- Social/biopsychosocial model of disability (World Health Organization)
- Afthonios method of asking "What do you need to do your job well?", related to universal design
- Afthonios method: adjustment as the removal of a barrier

SOURCES & REFERENCES

- World Health Organization, World Report on Disability: about 16% of the world's population lives with a disability
- World Health Organization, International Classification of Functioning, Disability and Health (ICF): social/biopsychosocial model of disability
- Agefiph / IFOP, employment and disability barometer (2023) – the diversity of disabilities and how they are perceived at work
- French Labor Code, article L5213-6 – appropriate adjustments for workers with disabilities

Module created by Afthonios.com.

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