

FY24 - FY26 Training Summary Feedback: Interviewing Candidates with Disabilities

338 Attendees | 112 Responses

SURVEY RESPONSES

The training met my needs
and expectations.

Strongly Agree/Agree **99%**

The training answered questions
I had coming into the session.

Strongly Agree/Agree **99%**

The format and delivery of the
content was effective.

Strongly Agree/Agree **99%**

The training content was
appropriate for the audience.

Strongly Agree/Agree **99%**

The presenter was knowledgeable
and engaging.

Strongly Agree/Agree **99%**

I would recommend this training
to others.

Strongly Agree/Agree **98%**

I feel more confident in my
ability to interview candidates
with disabilities.

Strongly Agree/Agree **99%**

There was enough time for
questions.

Strongly Agree/Agree **95%**

COMMENTS

What other disability-related information could you benefit from learning about?

Guidance about handling more specific disabilities, ie: stuttering, anxiety and mood disorders. When a candidate discloses and/or asks for accommodations, or if there is concern from the hiring manager about how it will impact patient/staff interactions.

What did you like best about the training?

It was such an eye opener for me. Highlighting that everyone is not the same and recognizing it. Ways in which I can ask questions without coming off as judging.

Learning about subtle "Don'ts" when you interview and now knowing we aren't supposed to.

The trainers ability to provide information and having the examples to guide us and connecting it to the previous training on disabilities.

What could we have done better?

Spelled out more explicitly what is legally required when interviewing candidates vs. what is a best practice (but isn't legally required). Maybe having a slide speaking to that.

What were the key takeaways from this session?

Knowing what can be asked during an interview and what should be discussed after the offer. Ask about skills and abilities.

The right way to phrase when a staff reports a disability.

Don't ask if they need accommodations, ask if they can perform essential tasks with or without reasonable accommodations.

Focus on the job description versus one's disability.

What did you like least about the training?

Asking the questions in an open forum like that is tough. You can feel judged by others for sharing your feelings.

Any additional feedback?

Managers should take this training!