

4 MOST COMMON INVISIBLE DISABILITIES AT THE WORKPLACE

Do you know that 15 percent¹ of the world's population lives with disabilities? These could be either visible or invisible. While visible disabilities like a person using a wheelchair or hearing aid evoke an empathetic response immediately, it is the invisible disabilities that often go unnoticed.

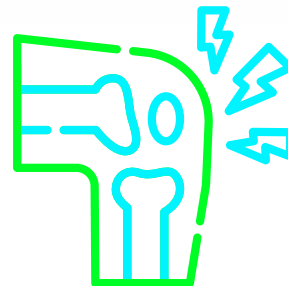
Here is a list of common invisible disabilities that may affect how some people function at the workplace. Being able to recognize them will help you to be more supportive to colleagues with invisible disabilities.



MENTAL HEALTH DISORDERS

Mental health conditions can be debilitating for an employee. Some of these include:

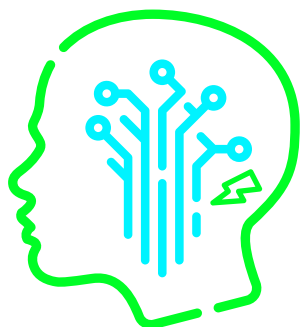
- Anxiety disorders like palpitations and panic attacks
- Depression
- Bipolar disorder
- Eating disorders like anorexia and bulimia
- Post-Traumatic Stress Disorder (PTSD)
- Obsessive-Compulsive Disorder (OCD)



CHRONIC PAIN AND FATIGUE

Chronic pain conditions can affect a person's movements and mental well-being. Some of these include:

- Fibromyalgia
- Nerve damage
- Lyme disease
- Arthritis
- Cancer



NEUROLOGICAL DISORDERS

Neurological disorders can manifest through physical and mental conditions. Some of these include:

- Epilepsy
- Migraines
- Alzheimer's disease
- Brain tumour



INTELLECTUAL AND DEVELOPMENTAL DISABILITIES

Colleagues with intellectual and developmental disabilities may have trouble in communication and perceive the work differently. Some of these include:

- Autism spectrum disorder (ASD)
- Down syndrome
- Learning disabilities
- Cerebral palsy

¹ https://www.who.int/disabilities/world_report/2011/report.pdf