



# Self-Advocacy Toolkit

CAREER RESOURCES  
FOR LEARNERS WITH  
DISABILITIES  
Humber Advising &  
Career Services

## HOW TO WRITE A “DISABILITY EDGE IN THE WORKPLACE” STATEMENT

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A Disability Edge Statement highlights the **skills, insights, and workplace strengths** you are building through lived experience with disability. These statements help you:

- Reframe disability as a **source of capability and professional growth**
- Communicate your **unique value** in interviews, networking, and work settings
- Show how your lived experience has strengthened your **resilience, creativity, adaptability, and problem-solving**
- Promote inclusive, strengths-based dialogue that challenges stigma

Use the formula, examples, and template to express the **professional edge** you bring because of your disability.

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### Step 1. Follow this formula

Each part helps you connect lived experience → developing skill → workplace benefit:

- **I'm building** [skill or trait]  
*Name the skill you are growing (e.g., adaptability, organization, communication).*
- **as a result of navigating** [challenge or lived experience]  
*Briefly describe the disability-related experience influencing your growth.*
- **which gives me an edge in** [task, setting, or team dynamic]  
*Explain the workplace value this creates.*

Each sample follows the same formula:

**I'm building / as a result of navigating / which gives me an edge in.**

### Step 2. Example of the Formula

- **I'm building** creative problem-solving skills
- **as a result of navigating** inaccessible systems and environments,
- **which gives me an edge in** adapting quickly and finding effective solutions in fast-paced workplaces.

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LAKESHORE CAMPUS: Student Welcome and Resource Centre, First Floor, WEL 105, 416.675.5028

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## Step 3. TEMPLATE

1. I'm building \_\_\_\_\_
2. as a result of navigating \_\_\_\_\_,
3. which gives me an edge in \_\_\_\_\_.

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## Step 4. Review the examples for ideas.

Four examples are provided for each category:

- Summer Jobs
- WIL Placements
- First Jobs

These examples capture a **wide range of roles and skills** relevant to students and early-career professionals.

## Step 5. Write Your Disability Edge in the Workplace Statement

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## EXAMPLES

Each example follows the stems:

I'm building → as a result of navigating → which gives me an edge in

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## SUMMER JOBS

### Retail Sales Associate

I'm building interpersonal skills

as a result of navigating communication barriers in busy environments,  
which gives me an edge in connecting with customers and creating positive interactions.

### Camp Counselor

I'm building adaptability

as a result of navigating sensory needs in unpredictable settings,  
which gives me an edge in supporting campers calmly and creatively.

### Administrative Assistant

I'm building organizational skills

as a result of navigating health routines alongside work tasks,  
which gives me an edge in managing office responsibilities reliably.

### Food Service Worker

I'm building attention to detail

as a result of navigating fast-paced environments using visual cues,  
which gives me an edge in preparing accurate orders and maintaining consistency.

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## WIL PLACEMENTS

### Communications Intern

I'm building clear written communication

as a result of navigating information using structured learning strategies,  
which gives me an edge in creating clear, accessible content.

### Environmental Research Assistant

I'm building observational and tracking skills

as a result of navigating visual-processing barriers,  
which gives me an edge in collecting accurate field data.

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## UX Design Intern

I'm building inclusive-design thinking  
as a result of navigating digital platforms with accessibility barriers,  
which gives me an edge in designing user-friendly digital experiences.

## Legal Assistant Intern

I'm building attention to detail  
as a result of navigating complex work using structured routines,  
which gives me an edge in reviewing documents accurately.

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## FIRST JOB

### Junior Marketing Coordinator

I'm building creative problem-solving skills  
as a result of navigating communication barriers in school and work,  
which gives me an edge in creating campaigns that resonate with diverse audiences.

### Entry-Level Financial Analyst

I'm building accuracy and analytical thinking  
as a result of navigating learning differences using structured tools,  
which gives me an edge in spotting trends and interpreting complex data.

### Junior Software Developer

I'm building persistence and troubleshooting skills  
as a result of navigating inaccessible digital tools,  
which gives me an edge in debugging code and improving user experience.

### Human Resources Assistant

I'm building interpersonal and listening skills  
as a result of navigating accessibility needs in team settings,  
which gives me an edge in supporting inclusive hiring and employee relationships.

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