

# Discussing FND in the Workplace

Talking about Functional Neurological Disorder in the workplace can feel complex. Decisions about disclosure, timing, and language often involve balancing privacy, job expectations, and capacity.

This toolkit focuses on **how to approach workplace conversations about FND** in ways that support clarity, professionalism, and realistic planning. It does not provide legal or employment advice.

## Deciding Whether to Share

You can usually keep your diagnosis and unnecessary medical details private. If you request workplace accommodation, you may need to provide enough information about your restrictions, limitations, or needs for your employer to assess the request.

Before discussing FND at work, it may help to consider:

- why you want to have the conversation

- who needs to know for practical reasons
- what information is relevant to your role

Disclosure can be partial, gradual, or limited to specific contexts.

## **Clarifying the Purpose of the Conversation**

Workplace conversations are often more effective when they have a clear focus.

You may want to:

- explain how symptoms affect work tasks
- discuss adjustments or flexibility
- clarify expectations during symptom fluctuation

Not every conversation needs to cover your full experience.

## **Using Work-Relevant Language**

Workplaces often respond best to language that focuses on function and impact.

Helpful approaches may include:

- describing how capacity varies
- explaining what helps you work more consistently
- avoiding unnecessary medical detail

Focusing on work impact supports clearer understanding.

### **Discussing Adjustments Without Over-Explaining**

You do not usually need to explain every medical detail or disclose a specific diagnosis. However, an employer may request information reasonably needed to understand your limitations and accommodation needs.

It may help to:

- link adjustments to specific job tasks
- explain what helps you maintain productivity or safety
- keep requests practical and specific

Clear requests support clearer responses.

## **Navigating Questions or Misunderstanding**

Because FND may be unfamiliar, questions may arise.

If this happens, you can:

- restate key points
- redirect to functional impact
- pause the conversation if it becomes overwhelming

Misunderstanding often reflects unfamiliarity rather than intent.

## **Following Up After the Conversation**

Workplace conversations may require follow-up.

This can include:

- summarizing what was discussed
- clarifying next steps
- revisiting arrangements if circumstances change

Follow-up supports shared understanding.

## **Protecting Boundaries**

It is appropriate to maintain boundaries at work.

You may choose to:

- limit ongoing discussion
- redirect conversations back to work tasks
- revisit disclosure decisions over time

Boundaries help keep workplace communication professional and sustainable.

## **Supporting Clear Workplace Communication**

Discussing FND in the workplace involves balancing clarity, privacy, and practicality. When conversations focus on function and realistic support, they are more likely to lead to workable outcomes.

This toolkit is intended to support respectful, effective communication in employment settings over time.



**Explore more FND resources.**

