

# A word on interviews

Finding the right person for a role can be challenging, which is why employers often employ creative methods for screening and interviewing potential employees.

As an employer, it's important to consider how your screening and interview processes might unintentionally disadvantage individuals who stutter. If you know ahead of time that you'll be interviewing someone who stutters, we recommend discussing your interview process with them and exploring reasonable accommodations. Simple adjustments can make a significant difference by ensuring they feel comfortable, have ample time to express themselves, and are given a fair opportunity to show you their knowledge and skills.

Consider this for interviews that involve

- Time limits or constraints
- Group work or presentations
- Online or phone interviews
- Video recordings
- Quick fire Q&A