



ACCESSIBILITY
CONFIDENT EMPLOYERS
(ACE)

What to Do After an Interview: A Tip Sheet for Job Seekers with Disabilities

Why follow-up matters

After an interview, it can be hard to know what to do next. You may feel hopeful, tired, uncertain, proud, overwhelmed, or disappointed. All of those reactions are normal.

For job seekers who are Deaf, Neurodivergent, and/or have a disability, the time after an interview can also be a chance to reflect on accessibility. Did you have what you needed to participate fully? Did the employer respond respectfully? Did the workplace seem supportive? Did you learn enough about the role to decide whether it might be a good fit?

Following up after an interview can help you stay organized, show interest in the role, ask any final questions, and learn from the experience.

Take time to pause and reset

Interviews can take a lot of energy. Before reviewing what happened, give yourself a bit of time to reflect.

You might:

- drink water or eat something
- take a break from screens
- stretch or move
- rest in a quiet space
- talk to a trusted person
- write down quick notes before details fade

- do something calming before moving on to the next task

You do not need to decide right away whether the interview went well. First, give yourself time to reset.

Write down key details

Soon after the interview, write down or reflect anything you may want to remember.

You may want to note:

- the name of the employer
- the role you interviewed for
- the date of the interview
- who interviewed you
- what questions they asked
- what examples you used
- what you learned about the role
- what you learned about the workplace
- what next steps they described
- when they said they would follow up
- anything you want to ask about later

This can be especially helpful if you are applying for several jobs or if processing information after a conversation takes time.

Reflect on how the interview felt

An interview is not only about whether the employer chooses you. It is also about whether the role, team, and workplace seem like a good fit.

Ask yourself:

- Did I understand the role clearly?
- Did I have enough time to answer questions?
- Did I feel respected?
- Did I have what I needed to participate?
- Did the employer respond well to accessibility needs or questions?
- Did they explain the next steps clearly?
- Did the workplace seem organized and supportive?
- Did anything feel uncomfortable or unclear?
- Would I feel safe asking for support or accommodations in this workplace?

Your reflections can help you decide whether you want to continue with the process, ask follow-up questions, or seek advice from an employment service provider, disability organization, or trusted support person.

Send a short thank-you message

Sending a thank-you message is optional, but it can be a good way to show interest and keep the connection positive.

A thank-you message can be short. You do not need to repeat everything from the interview. Example:

“Hello [Name],

Thank you for taking the time to meet with me today. I appreciated learning more about the [role name] position and your team. I remain interested in the opportunity and look forward to hearing about next steps.

Sincerely,
[Your name]”

If you want to mention something specific, you could add:

“I especially appreciated learning more about [specific part of the role, team, training, or organization].”

Follow up if you have not heard back

If the employer gave you a date for next steps and that date has passed, it is okay to follow up. If they did not give a timeline, waiting about one week is usually reasonable. Example:

“Hello [Name],

I hope you are well. I am following up about the [role name] interview on [date]. I remain interested in the opportunity and wanted to ask whether there are any updates on next steps.

Thank you,
[Your name]”

Try to keep the message polite, brief, and clear. Following up does not make you difficult. It shows that you are organized and interested.

Clarify anything that is still unclear

After the interview, you may realize that you still have questions. It is okay to ask for clarification, especially if you are moving to another stage or considering an offer.

You may want to ask about:

- schedule or hours
- location, remote, or hybrid options
- training and onboarding
- supervision and feedback
- physical accessibility
- digital tools or technology
- communication expectations
- accommodation process
- next steps in hiring
- start date or probation period

Example:

“Thank you again for the interview. Before the next stage, I wanted to ask one follow-up question about onboarding. Could you share what training and support usually look like during the first few weeks?”

Think about accessibility and accommodations

After the interview, think about whether any barriers came up and what you might need in the next stage.

Ask yourself:

- Did the interview format work for me?
- Were captions, interpretation, access, extra time, written instructions, or other supports in place if needed?
- Did I need something that I did not ask for?
- Would I need a different accommodation for a second interview, test, presentation, or job offer conversation?
- Did the employer respond respectfully to any accessibility requests?
- Did their response give me confidence about working there?

If you move forward in the process, you can request accommodations for the next stage. You do not need to wait until a barrier becomes a crisis.

If you receive a job offer

If you receive an offer, take time to review it carefully. You do not need to answer immediately unless there is a clear deadline.

You may want to review:

- job title and duties
- pay and benefits
- hours and schedule
- work location
- remote or hybrid expectations
- start date
- training and onboarding
- probation period
- supervisor or reporting structure
- accommodation process
- workplace policies

If you know you will need a workplace accommodation, you may choose to discuss it after receiving the offer. You can focus on what you need to do the job well, not personal medical details.

Example:

“Thank you for the offer. I’m excited about the opportunity. Before I start, I would like to discuss an accommodation that would help me perform the role effectively.”

If you are not selected

Not being selected can feel disappointing, even when you know you are qualified. It does not mean you did anything wrong or that you are not employable. Hiring decisions can depend on many things, including timing, internal candidates, experience, budget, or the employer’s process.

You may want to:

- take time to feel disappointed
- remind yourself of what went well

- write down what you learned
- ask for feedback, if you feel comfortable
- update your interview notes
- adjust your examples for next time
- talk to a support person
- keep applying when you are ready

You can ask for feedback with a simple message:

“Thank you for letting me know. While I’m disappointed, I appreciated the opportunity to interview. If you are able to share any brief feedback that could help me in future interviews, I would be grateful.”

The employer may or may not provide feedback. Either way, the interview can still give you useful information for next time.

Watch for green flags and red flags

After the interview, think about what the employer showed you through their actions.

Green flags may include:

- they communicated clearly
- they explained next steps
- they treated you with respect
- they responded well to accessibility needs
- they focused on your skills and experience
- they gave you time to ask questions
- they were honest about the role
- they described training, support, or onboarding

Red flags may include:

- they were unclear or dismissive
- they asked inappropriate personal or medical questions
- they ignored accessibility needs
- they rushed or interrupted you repeatedly
- they made assumptions about your ability
- they could not explain the role or expectations
- they pressured you to accept conditions that were unclear
- they made accommodations seem like a burden

A red flag does not always mean you should withdraw, but it can help you decide what to ask next and whether the workplace feels supportive.

Quick after-interview checklist

After the interview:

- I took time to pause and reset.
- I wrote down key details from the interview.
- I noted who interviewed me and what next steps were shared.
- I reflected on how the interview felt.
- I thought about accessibility, communication, and workplace culture.
- I sent a thank-you message, if I chose to.
- I made note of any follow-up questions.
- I followed up if the expected response date passed.
- I thought about what I would need for the next stage.
- I reminded myself that one interview does not define my value.

Learn more

- [The ACE Project](#)
Free accessibility training, tools, and resources to support more accessible, inclusive employment practices.
- **Job Bank Canada: Job Search Advice**
Practical Government of Canada resources on resumes, interviews, job searching, and following up with employers.
- **Nova Scotia Works**
Employment services and supports for job seekers and employers across Nova Scotia.
- [New Brunswick Human Rights Commission: Requesting Accommodations in the Workplace](#)
A plain language guide for employees and employers about accommodation conversations and the duty to accommodate.
- [Canadian Human Rights Commission: Duty to Accommodate](#)
Information about the duty to accommodate and the responsibility to remove barriers so people can participate fully.