



### Disability Confident Test

For each question, choose the response that best reflects your thoughts or actions. If none of the options precisely fits, choose the one that is closest. Once you have completed all the questions, tally your score using the provided scoring guide to determine your level of disability confidence.

#### I. Awareness

Question 1	Yes (2pts)	No (1pt)
Do you know the definition of disability according to the World Health Organization (WHO)?		

Question 2	Very familiar (3pts)	Somewhat familiar (2pts)	Not familiar (0pt)
How familiar are you with common types of disabilities (e.g., physical, sensory, intellectual, mental health)?			

Question 3	Yes, multiple times (3pts)	Yes, once (2pts)	No (0pt)
Have you ever participated in training or workshops related to disability awareness and inclusion?			

#### II. Attitudes

Questions	Strongly Agree (3pts)	Agree (2pts)	Disagree (1pt)	Strongly Disagree (0pt)
Do you believe that people with disabilities can perform effectively in the workplace?				
How comfortable are you interacting with individuals with disabilities in social or professional settings?				

### III. Practices

Questions	Strongly Agree (3pts)	Agree (2pts)	Disagree (0pt)
Does your workplace or organization have policies in place to accommodate employees with disabilities?			
Have you ever advocated for the inclusion of people with disabilities in decision-making processes?			

Question	Always (3pts)	Sometimes (2pts)	Rarely (1pt)	Never (0pt)
How often do you actively seek out opportunities to include people with disabilities in projects or activities?				

#### Scoring Guide:

- 20-24 points: High disability confidence - You demonstrate strong awareness, positive attitudes, and inclusive practices towards people with disabilities.
- 15-19 points: Moderate disability confidence - You have a decent understanding and acceptance of disability inclusion but may need to improve in certain areas.
- 10-14 points: Low disability confidence - There is room for improvement in your awareness, attitudes, and practices regarding disability inclusion.
- 0-9 points: Very low disability confidence - You may have limited understanding or negative attitudes towards disability inclusion. Consider seeking education and training in this area.

Remember, this questionnaire is just a tool to gauge disability confidence and should be used as a starting point for self-reflection and improvement.

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