

# Disclosure: How Much Risk?

- **Minimal risk**
  - General information
- **Some risk**
  - Uncontroversial preferences, likes/dislikes
- **Moderate risk**
  - Views, opinions on public issues
- **High risk**
  - Feelings, judgments (particularly about people)



# Case: Small-talk Before the Meeting

## Watching for Disclosure

**Joe** – Good to see you again Laura.

**Laura** – You too Joe. I'm looking forward to working on this project with you. *I found the roads icy coming in today.* What about you?

**Joe** – The roads were covered. *I hate driving on the ice.*

**Laura** – This winter *we've had more ice than last year.*

**Joe** – We wouldn't notice the snow *if we had a decent government.* *You can't trust left wing political parties to spend money on roads.*

**Laura** – Have you noticed whether northern Ontario had more ice related accidents than we have this winter?

**Joe** – If they have, *they can use it to shut-up Catherine Winn, since she can't say anything sensible.*

**Laura** – Looks like the meeting is about to start. Let's sit down.



# Professional Risks

- “You can’t take it back.”
- Does your audience want to know?



## EMAIL

Date: April 13, 2013

From: Tracy Cruellor

To: John Bitdetim

Subject: A little under the weather

Mr. Bitetim,

I am currently home with the flu and want to rearrange the date for our interview. I was feeling fine yesterday. Then at a party around 2 AM I started to feel nauseous and had to be driven home. Once I get some groceries, I will let you know how I am feeling so we can set a new date.

Thanks,

Tracy



# Check for “Reciprocity”

## Two-way Disclosure

- Likely pattern in developing relationship
- “Deepening” disclosure from both people
- Creates intimacy, trust—personal/business
- **WATCH OUT!**
  - Is disclosure “one way”?
  - Who has control?



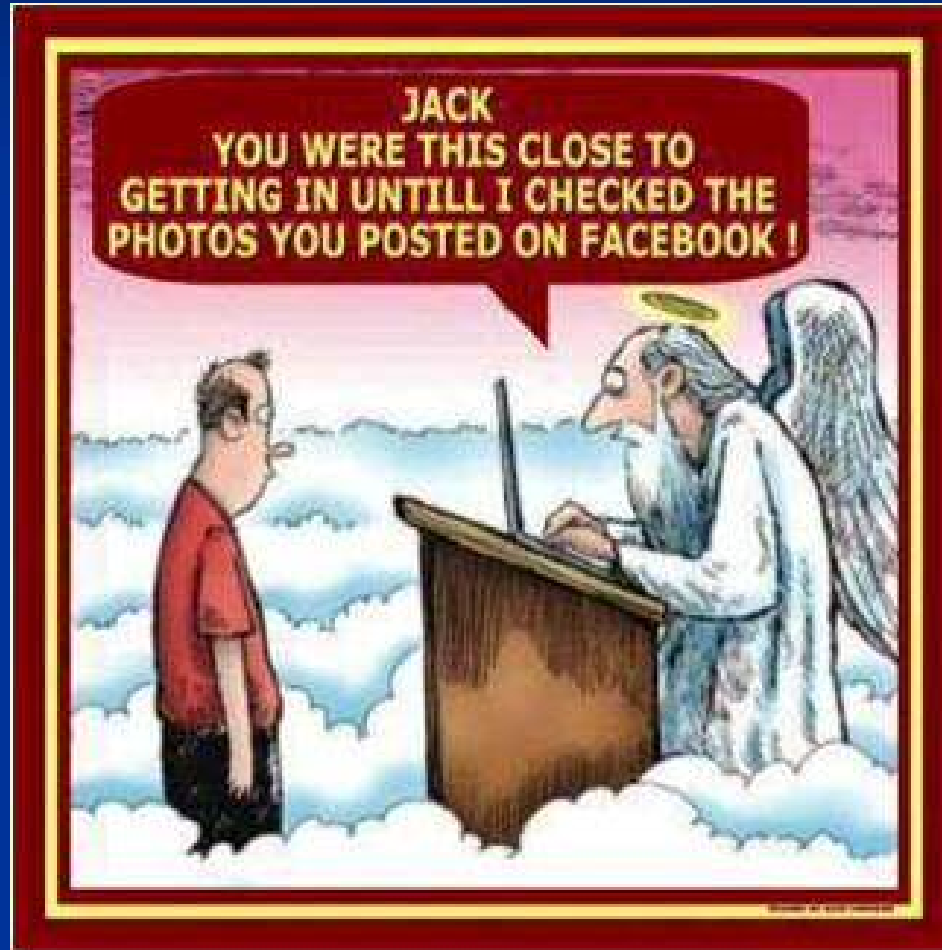
# Managing Disclosure

## Written or Oral

- Why am I telling this person this info'?
- Is it appropriate to the context and audience?
- What is the risk to me?
- What is the risk to the audience?



# Facebook Issues



# Employers and Facebook

- Even if you have tight privacy settings, how would you know whether or not one of your Facebook friends is the niece, grandson, house boarder etc. of one of your potential bosses?
- If you are tagged in a picture and your friend's setting are weak—that picture or video of you with the bong is out there whether you inhaled or not.





# Disclosure in Job Applications and Interviews

- **Cover letters**—**Don't** point out what qualifications you **don't** have
- **Interviews**---**Never, ever** talk negatively about a former employer or colleague (or anyone for that matter)



# Key Takeaways:

- Clean up what is visible – make the ugly stuff not visible
- Tighten up your privacy settings
- Only share with friends – not friends of friends
- Set tags for your approval before they can be posted
- Do not use apps



# Final Thoughts

- Go home tonight and Google yourself
- Ask yourself what your potential future employers will make of what you find?
- Would it be a deal breaker?



# Employers and Facebook

- [Facebook and your Future Employment. – YouTube](#)
- [http://www.youtube.com/watch?v=uaIhXe\\_nT4k&feature=related](http://www.youtube.com/watch?v=uaIhXe_nT4k&feature=related)
- <http://www.youtube.com/watch?v=JmukelUppDE&feature=related> \*
- <http://www.youtube.com/watch?v=rRosz3RmgeI&feature=related>
- <http://www.cbc.ca/news/yourcommunity/2012/03/community-reaction-to-employers-asking-for-facebook-passwords.html>
- <http://careers.yourmoney.ca/2012/04/can-canadian-employers-force-you-to-hand-over-your-facebook-password.html>

