

title: **Requesting Accommodations as a Meta Intern?**

num_comments: 17

num_up_votes: 12

upvote_ratio: 0.84

Post Text

I am joining Meta for an internship this upcoming summer. I see an option in the New Hire checklist as "request accommodations" and I wonder if anyone here had done it before. I do not know how it will influence how mentor/manager manage me or how it will influence the decision of giving me a return offer or not at the end of it and of course I have anxiety and I already started feeling anxious about not having a return offer. If anyone here had mentored an intern with ADHD from Meta too please help me explain how things work as well. I will really appreciate that. Thank you!!!

Comments

Commenter_2

ID: REDACTED! ~(o.o)~ <3, Upvotes: 11

Do you anticipate any of your symptoms being obvious to others? Because if not, I honestly wouldn't admit that. I wouldn't want my manager babying me irreversibly or thinking Im less capable because of adhd. Even if its true. What kind of accommodations do you imagine needing?

OP

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1

I would imagine a bit flexible regarding progress and time to solve problems...

Commenter_4

ID: REDACTED! ~(o.o)~ <3, Upvotes: 11

Workplace accommodations are not the same as academic accommodations. I would be surprised if you were granted an accommodation for extra time on a given task.

The job is to "do x by y", the time constraint is intrinsic to the task. Any accommodations granted would help you get there, but they're not going to change the job as an accommodation.

Most of the accommodations people like us need are easily obtainable in our field without having to ask or even tell anyone. Here's a good list of stuff, most of which would be reasonable for any person even weighing ADHD:

<https://adhdwork.add.org/adhd-accommodation-guide/>

Commenter_2

ID: REDACTED! ~(o.o)~ <3, Upvotes: 4

That's a great list and plenty of those accommodations I realize I already ask for at work! None require you to disclose you have ADHD. Unless someone is really familiar with the disorder, I don't think any of these would stand out

Commenter_5

ID: REDACTED! ~(o.o)~ <3, Upvotes: 2

Not how the real world works man

Commenter_6

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1

Why not?

Unknown_User
ID: REDACTED! ~(o.o)~ <3, Upvotes: 0
[deleted]

Commenter_6
ID: REDACTED! ~(o.o)~ <3, Upvotes: 0
<https://www.ada.gov/>

Unknown_User
ID: REDACTED! ~(o.o)~ <3, Upvotes: 0
[deleted]

Commenter_6
ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
Thank you for your time and good luck with your search.

Commenter_7
ID: REDACTED! ~(o.o)~ <3, Upvotes: 7
I've been a dev for 10y and recently got my diagnosis. I told my boss that I sometimes have a hard time getting started and that I sometimes need a little push with that. I'm basically just trying to explain the minor ways he can support me. I also mentioned that I need to have somewhere quiet to escape if it's too much talk in the office.

So yeah, fairly common things, but it has helped me a lot!

Commenter_6
ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
For my accommodation request, my provider wrote a letter that basically said "your employee is my patient and needs to work remotely on an indefinite basis for reasons", so I continue to work on my own system in my personal office. Any other accommodations or assistance I need, I just tell my teammates and they're informed enough and supportive so they are able to help me work through my blockers.

Commenter_8
ID: REDACTED! ~(o.o)~ <3, Upvotes: 4
Personally I'd wait until I start the job and see if there's any accommodations I need once getting started, especially if this is your first internship ever just so you can figure out your needs. That being said if a need does arise do not feel free to reach out and you can ask for help without disclosing your disability or you can keep it vague.

Commenter_9
ID: REDACTED! ~(o.o)~ <3, Upvotes: 3
I work at Meta and my experience so far is that the company is very accommodating and the managers and fellow employees are very empathetic and willing to help you succeed however you need it.

That said, during an internship you are expected to get some such thing done in a limited time, so i don't know how well asking for extra rampup time will go. Your mentor will likely be more than happy to answer any questions and give you precise guidance. Your success probably will be determined by how comfortable you will be asking for help when you are blocked or struggling. If you're anxious, i get that you might want to spend 10x longer figuring it out yourself (that's what i did at first), but we suck at documenting things here and the scope of things is so big, freely reaching out to people for information is really a mandatory skill to succeed here.

Let me know if you have any other questions that i might be able to answer from an inside perspective!

Commenter_10

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

Very good points!

Things that helped me during my internships:

- Mentor checked in with me everyday
- Worked with my team lead to break down project into weekly stories/goals
- Get feedback OFTEN from those you work closely with

Commenter_11

ID: REDACTED! ~(o.o)~ <3, Upvotes: 2

As a public person speaking openly about ADHD I think it's really a shame when people advice you to not ask for it. I did it for Google and they were more than welcome! Meta also signed with Employability so please OP, feel free to share if you need it. I definitely would be distracted 24/7 without accommodations and am not allowed to be interrupted in my thoughts process. All the employees are schooled in this and are more than happy to help. My friend joined Meta and he also requested. Don't be ashamed, we bring other innovative approaches and talents. We maybe lack in some parts but definitely add up as well!

OP

ID: REDACTED! ~(o.o)~ <3, Upvotes: 2

Thanks. Your reply is very helpful indeed.

Commenter_12

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1

Damn that's pretty wild you're joining Meta even as an intern. The cheapest land in The Sandbox is like 15k. I'm not even sure how to get into Fb's Metaverse yet

Commenter_6

ID: REDACTED! ~(o.o)~ <3, Upvotes: 0

lol you misspelled "facebook, instagram, and the oculus rift sitting on each others' shoulders and wearing an oversized trenchcoat".

At my company, a mature enterprise, I've received full support from my managers in my accommodation requests and disability needs, with no pushback or potential for discrimination.