**Pre receiving your feedback and final decision**

Hi (recruiter or HR),

I hope you’re doing well. I wanted to thank you for providing the opportunity to interview on 0X/0X/0X. Before I am provided with feedback, I wanted to draw something to your attention.

Unfortunately, some of the reasonable adjustments I requested on OX/0X/0X were not implemented/implemented correctly. Due to this, I feel that I have been disadvantaged in the process. Below, I have outlined what I asked for, what happened, and how this affected me. I am happy to answer any questions and/or give you a call to expand on any of these points.

**Interview**

The Reasonable adjustment: I requested that my questions were broken up into individual parts.

What happened and an example: During the interview I was asked many multi-layered questions. For example, I was asked “Give me an example of when you worked in a team, what is a good team and what role did you play”.

How it affected me: These questions were difficult to process and affected my ability to structure my answers.

Written Task

The Reasonable adjustment:

What happened and an example:

How it affected me:

Group Task

The Reasonable adjustment:

What happened and an example:

How it affected me:

Case Study

The Reasonable adjustment:

What happened and an example:

How it affected me:

The following sections were not affected: written task, group task, case study, interview.

During the course of the interview, I tried to mitigate the effects of these reasonable adjustment failings, but this further affected my ability to focus and stopping the assessment would have unfairly distracted me from the task.

Without these reasonable adjustments, I was not able to perform to my best ability. This also created considerable stress, which further impacted my performance. I would appreciate if this could be taken into consideration when reviewing my suitability for the role and/or we can discuss a way to resolve these issues.

Kind regards,

X

**Post receiving your feedback and final decision**

Hi (recruiter or HR),

I hope you’re doing well. I wanted to thank you for providing the opportunity to interview on 0X/0X/0X. Although I was disappointed about not getting the role, thank you for your feedback and I am taking proactive steps to action the points raised.

However, I wanted to raise concerns I had about the reasonable adjustments that I requested on 0X/0X/0X. Unfortunately, these were not implemented/implemented correctly.

These points are made as constructive feedback for the future and are not intended to be retaliatory. I've outlined what I requested, what occurred and how this affected me below. I am happy to answer any questions or provide additional information on any of these points.

Interview

The Reasonable adjustment: I requested that my questions be broken up into individual parts.

What happened and an example: During the interview, I was asked many multi-layered questions. For example, I was asked, “Give me an example of when you worked in a team, what is a good team and what role did you play”.

How it affected me: These questions were difficult to process and affected my ability to structure my answers.

(If relates to the feedback you were given) This was raised as a piece of feedback for my rejection.

Written Task

The Reasonable adjustment:

What happened and an example:

How it affected me:

Group Task

The Reasonable adjustment:

What happened and an example:

How it affected me:

Case Study

The Reasonable adjustment:

What happened and an example:

How it affected me:

The following sections were not affected: written task, group task, case study, interview.

I apologise for not bringing these points up earlier; however, it was only through my feedback that I realised the extent to which these reasonable adjustment problems impacted my performance. I am happy to provide additional information upon request.

(If you still want to work at that firm) While I am disappointed that I was unable to demonstrate my true capabilities, I am still very interested in the firm and believe I would be a good fit, and as such, I will look for future opportunities/reapply and would like to stay in contact, if that is feasible. I would also like to ask if you would be willing to go through my feedback in more detail, so I can establish what points I can improve on and which points relate to reasonable adjustment issues.

Kind regards,

X