

Rethink Ability – Episode 2

From Relief to Rage: The Emotional Rollercoaster of Disability

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Episode Summary:

What happens *after* the diagnosis?

In Episode 2 of *Rethink Ability*, co-hosts **Marion Anderson** and **Danny Gluch** sit down with guests **Lia Seth** and **Don Ryan** to explore the emotional journey of disability — from the relief of finally getting answers to the rage and exhaustion of constantly having to explain, advocate, and justify your needs.

This deeply human conversation pulls back the curtain on:

- Misdiagnosis, late diagnosis, and what it steals from you
- Shame, fear, and the hidden emotional labor of navigating ableist systems
- The emotional calculus disabled employees face when deciding whether to speak up
- Why "just listening" is underrated — and vital
- How managers and allies can create space, not just solutions

Whether you're disabled, managing someone who is, or just want to be a better human at work — this one's for you.

About Our Guests:

Lia Seth

 [LinkedIn](#)

Lia is the Director of People at **Cylinder**, a digital health company specializing in gut health. With nearly a decade of HR experience, Lia champions accessibility and inclusive employee experience. She's a Lifetime Girl Scout, a former pub trivia host, and proudly calls herself an *Accessibility Queen*. She lives in Seattle and loves staring at mountains.

Don Ryan



Don is the author of *The Secret Struggle: Surviving the Suicide of a Loved One* (2024) and a seasoned social worker with over 30 years in the field. He currently leads violence reduction programs and a veteran-specific suicide prevention initiative in **Hennepin County, Minnesota**. His work blends professional expertise with personal experience, having lost three close family members to suicide. Don brings candor, compassion, and practical insight to every conversation.



Episode Highlights:

- [00:03:00] Relief, rage, and the emotional whiplash of diagnosis
 - [00:10:40] Shame and fear in the workplace — and what fuels them
 - [00:18:20] Why accommodations shouldn't feel like begging
 - [00:27:45] Allyship: when to solve, and when to shut up and listen
 - [00:39:10] Communication as a leadership superpower
 - [00:46:00] Final reflections on grace, grief, and getting it wrong
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About the Series:

Rethink Ability is a limited seven-part podcast series exploring the often unseen dimensions of disability in the workplace — and what it actually takes to create inclusive, human-centered environments where everyone can thrive.

Brought to you by [The Fearless PX](#) and the team behind *The Elephant in the Org*, in collaboration with [Invisible Condition](#) and [The Performance Innovation Collective](#), this series centers disabled voices, workplace advocates, and system challengers across seven raw, honest, and action-focused episodes.

This isn't another checkbox DEI moment.
This is the rethink.



Release Schedule – Disability Pride Month 2025

Rethink Ability is a limited seven-part series released across **Disability Pride Month**:

- **Episodes 1 & 2** – July 1, 2025
- **Episodes 3, 4 & 5** – One per week on the following three Tuesdays
- **Episodes 6 & 7** – Released together on **July 29, 2025**

Get in Touch:

Have a story, a thought, or a workplace war wound to share?
We'd love to hear from you: elephant@thefearlesspx.com

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