

For Employees: WORKING WITH ADHD



What is ADHD?

If you are living with Attention Deficit/Hyperactivity Disorder (ADHD), you might notice that symptoms show up at home *and* work. It may impact your focus on certain tasks, initiating tasks, impulsivity, ability to sit still, or processing a great deal of information at once. Even with these issues, it is possible to thrive at work.



Employees with ADHD can be some of the highest performers

While ADHD may present some challenges, there are many ways it can be an advantage at work. People with ADHD may:

- Hyperfocus on tasks
- Work well with short-term deadlines
- Be highly creative and excellent problem-solvers
- Excel at following highly structured standards of procedure



Have ADHD? Here's what might help at work

Many people with ADHD thrive at work with few or no accommodations. There is limited research on the evidence-based effectiveness of accommodations, so connect with your treatment provider to identify accommodations that may be helpful for you. If you find you need some support, you may also wish to consider these adaptations:

- **Noise-cancelling headphones** or white noise to limit distractions
- **Timers and alarms** to help you remember tasks, to take breaks, and create time blocks of work
- **Checklists** or project management software to structure workflow
- Work with your manager to understand **task prioritization** and talk through what tasks feel particularly challenging to complete. Create written instructions that show the place of tasks within the broader workflow and level of priority to aid focus
- Productivity techniques like the **pomodoro method** (alternating focused working for 25 minutes with taking a five-minute break) and **body doubling** (working in the same room/virtual room as someone who is also focused on work)
- A **mentor or accountability buddy** to help you stay on track

For Employees: WORKING WITH ADHD



Want more resources?

- Check out the [Job Accommodation Network](#) for more recommendations on accommodations in the workplace.
- For resources and support, call the [NAMI HelpLine](#) at 1-800-950-NAMI (6264) or text “HelpLine” to 62640.
- [NAMI ADHD](#) provides an overview of ADHD, treatment options, and support.
- [Children & Adults with Attention-Deficit/Hyperactivity Disorder \(CHADD\)](#) is an organization that provides information and resources on ADHD/ADD, including treatment options, and provides [in person](#) and [adult online support communities](#). Their information line can be reached at (800) 233-4050, Monday-Friday, 1:00 – 5:00 PM EST.
- [Attention Deficit Disorder Association \(ADDA\)](#) provides information and resources on ADD for adults living with the disorder, including [support groups and workshops](#) and an “[Ambassadors](#)” program to provide ADD adults an opportunity to talk with others living with the disorder. The ADDA can be reached at (800) 939-1019.
- [ADDitude Magazine](#) is an online magazine that offers free information about the condition, symptoms and treatment; webinars, parenting tips and resources.
- There are therapists and coaches who specialize in ADHD.

References

An Employer’s Guide to ADHD in the Workplace. Scottish ADHD Coalition. (2018). Retrieved August 8, 2024. <https://www.scottishadhdcoalition.org/adhd-and-employment/>

Attention Deficit/Hyperactivity Disorder (ADHD). Job Accommodation Network. (n.d.). Retrieved August 8, 2024. <https://askjan.org/disabilities/Attention-Deficit-Hyperactivity-Disorder-AD-HD.cfm>



@NAMI



@NAMICommunicate



@NAMICommunicate



@NAMI



[StigmaFree Workplace](#)