

Slide 3:

Halmoy A, Fasmer OB, Gillberg C, et al. Occupational outcome in adult ADHD: impact of symptom profile, comorbid psychiatric problems, and treatment: a cross-sectional study of 414 clinically diagnosed adult ADHD patients. J Atten Disord 2009; 13: 175-187.

Slide 4:

People were called eccentric in the past. Then it was called ADD but now those people have ADHD without the D.

What does ADHD bring to your mind?

Old definitions: chronic condition, brain disorder, childhood disorder, complex mental disability, chronic psychological or cognitive condition, mental illness, health impairment, suffering from ADHD, pervasive behaviors...

Previously thought a result of poor mothering, medicine is now seeing a physiological change in the brain structure.

New terminology: neuro-behavioral disorder, neuro-genetic, hereditary bio-chemical

Slide 5:

Inconsistent attention, a difference but not a deficit in all situations.

The way ADHD is viewed by society causes low self-esteem for many who have it.

Slide 6:

[https://www.youtube.com/watch?time\\_continue=24&v=KyOdenFEwnQ](https://www.youtube.com/watch?time_continue=24&v=KyOdenFEwnQ)

Problem: You're broken and don't fit in

Reality: Your brain is different but valuable

Solution: Cognitive understanding of your emotional situation

Slide 7:

Three sub-types: Inattentive, Hyperactive-impulsive, and Combined. Most people are combined.

Each person with ADHD has a different combination of Executive Functions and they can show up very differently. There is a saying in the ADHD community: *"If you know one person with ADHD, you know **one** person with ADHD."*

Slide 8:

People with executive function deficits tend to struggle with:

**Inhibition** - the ability to stop a behavior, action, or thought at the right time.

**Shift** - the ability to think flexibly and respond appropriately to the situation.

**Emotional Control** - the ability to understand and engage in group dynamics, including waiting turns during conversations.

**Initiation** - the ability to independently generate solutions, strategies, and ideas.

**Working memory** - the ability to remember and memorize.

**Planning/Organization** - the ability to evaluate progress and changing course when needed.

**Organization of Materials** - the ability to plan and organize, keeping track of time, being able to accomplish more than one thing at a time.

**Self-Monitoring** - the ability to recall past knowledge and use it in a current situation, seek out additional resources or information and ask for help when needed.

Slide 9:

Distraction is external (squirrel!!) and internal (this person reminds me of my cousin, I should call him).

Slide 10:

HIDDEN: Too detailed for this audience

First three are from Dr. William Dodson through ADDitude

Understood.org lists 3 types of self-control issues: Impulse control, emotional control, movement control.

Slide 11:

Source: ADDitude webinar: How to Transform your ADHD into a Strategic Advantage at Work with Dr. Edward Hallowell and Peter Shankman

Being late is NOT acceptable and causes resentment with co-workers even if the boss is okay so you must negotiate flexible hours or get help focused specifically on changing this behavior

Disclosure: IF you choose to disclose you need to speak their language, eg. increase productivity, continuous improvement, "I work better when..."

Slide 12:

**Going to bed earlier makes a dramatic change to the life of someone with ADHD.**

Problem is with implementation – almost impossible to do alone so find someone to be accountable to – coach.

Examples of workplace modification:

- Noise-cancelling headphones, reduced lighting, desk in quiet corner, work at home days, scent-free zones, clocks, quiet areas for decompression...

Slide 13:

Three types of jobs:

Drudgery will make it very hard for you to perform well so you must change if your attempts to improve the environment have failed. When you dread going in to work and know it is not something you ever want to do again you can walk away, but if you plan to continue in this area you need a plan for leaving.

Craft is the beginning of a career when you are learning and developing skills and connections.

Calling is when you have found meaningful work that you love and plan to continue until you retire.

Adrenaline is self-medication. Dr. Hallowell webinar (ADDitude) so those with ADHD are good in a crisis:

Journalism; High tech; Artist, musician, theatre; First responders

Slide 14:

Intersection of three things: what you like to do, what you are good at, what people will pay you to do