

Thank You

Thank you for joining our webinar on "Navigating ADHD in the workplace." We covered a lot of ground during our session, and although time constraints prevented us from delving deeper into this crucial topic, we are excited to inform you that by exploring further with us, you won't miss out on valuable insights and support for your ADHD journey.

As customary with us, we have addressed all the questions asked during the webinar and we are pleased to provide you with the Q&A document. To ensure ease of navigation, we have grouped the questions into six categories, each addressing different aspects of managing ADHD in a professional setting. The groups are as follows:

Group 1: Workplace Accommodations and Support for ADHD

Group 2: Disclosing ADHD and Seeking Support in the Workplace

Group 3: Navigating the Workplace, Discrimination, and Seeking Resources

Group 4: Acknowledging Struggles and Challenging Biases

Group 5: Adult ADHD Diagnosis and Self-Support

Group 6: Accessing ADHD Assessments and Costs

You can simply search for your question. Within each group, you will find valuable insights, practical advice, and expert perspectives that aim to empower you in your journey of understanding and managing ADHD in the workplace. We believe that this comprehensive Q&A compilation will help address your concerns and provide clarity on the specific challenges faced by individuals with ADHD in professional environments.

We encourage you to review the document thoroughly and take advantage of the diverse range of information it offers. Whether you are seeking guidance on workplace accommodations, strategies for self-support, or resources for ADHD assessments, we have you covered.

Thank you once again for your participation in our webinar, and we hope this Q&A document serves as a valuable resource as you navigate the complexities of ADHD in the workplace. We are actively looking to support companies to understand the strength of processes in place to identify and manage ADHD in the workplace.

If you would like a free and informal chat to share best practices, please email us at hello@marpewellbeing.uk

**Best regards,
Dr Tobi Adesanya
Medical Director**

Group 1: Workplace Accommodations and Support for ADHD

Q: What are the most impactful solutions (approaches/tools/equipment/adjustments) that are proven to help people manage their inattentive ADHD symptoms at work?

Some impactful solutions for managing inattentive ADHD symptoms at work include implementing organisational strategies like creating structured schedules, breaking tasks into smaller steps, and using reminders or alarms. Utilising productivity tools such as task management apps, timers, and noise-cancelling headphones can also be helpful. A fellow participant also mentioned using ChatGPT “to support me in starting task, i.e. making templates or creating drafts, or organising my word dumps”. We have also had a few clients mention AI tools being useful.

Additionally, ergonomic adjustments, like having a comfortable workspace, proper lighting, and minimising distractions, can improve focus and productivity. Should you feel you do not have the necessary adjustments at work, Marpe Wellbeing encourages individuals to discuss their needs and challenges with their respective line managers, HR and OH departments should they feel, they would benefit from adjustments.

Q: Is there any benefit to being formally diagnosed as having ADHD (vs self-diagnosed)?

Yes, there are several benefits to obtaining a formal diagnosis of ADHD. A professional assessment is important as there are several signs and symptoms seen in ADHD that may in actual fact represent mental health illness such as anxiety or bipolar affective disorder. Assessment from a qualified healthcare provider can provide a clearer understanding of your specific challenges and help tailor appropriate treatment and support with regards to the outcome of the assessment i.e. a diagnosis of ADHD or possibly something else.

A diagnosis of ADHD will be helpful in accommodations and support in the workplace. Additionally, a diagnosis can help individuals access appropriate resources, education, and therapies to manage their symptoms effectively.

Q: Can we discuss how privilege impacts on the ability to utilise the more "positive" traits of ADHD?

Privilege can play a role in how individuals with ADHD are able to utilise the positive aspects of their condition. Factors such as socioeconomic status, access to education, supportive environments, and available resources can significantly impact someone's ability to leverage their strengths. Privilege can provide opportunities for accommodations, therapy, coaching, and other support systems that facilitate the development and utilisation of positive traits associated with ADHD, such as creativity, problem-solving skills, and out-of-the-box thinking.

Access to support is a major issue at present. This has transpired as a result of the sheer demand of individuals being referred for ADHD assessments. The backlog is huge and unfortunately, we are seeing waiting lists within the NHS of up to 2-3 years. Those who can access private healthcare for assessments translates to faster diagnosis and access to therapy, support, and treatment. At Marpe Wellbeing we are acutely aware of the high fees for assessment for ADHD and we aim to increase access and help bridge with more affordable fees. You can register your interest for an assessment through Marpe Wellbeing by [clicking here](#).

Q: How to support a member of staff who has ADHD as a manager? As a manager, you can support an employee with ADHD by creating a supportive and understanding work environment. The key is that

each individual will have their own specific needs and thus regular discussions to evaluate the needs of neurodiverse individuals will help empower them in their workplace setting.

Beyond this, support will undoubtedly involve workplace adaptations including consideration of a tidy workspace in a quiet area free of distractions to help concentration. Some strategies include open and honest communication to understand their specific needs and challenges, providing clear and structured instructions, setting realistic goals and deadlines, offering flexibility in work arrangements when possible, and providing access to accommodations and resources that can help manage their symptoms effectively. Regular check-ins, feedback, and recognition of their strengths can also foster a positive work environment.

It is also helpful to engage in neurodiversity training which Marpe Wellbeing can provide.

Q: How do I explain what assistance I need in my role as being recently diagnosed with ADHD and unsure of what assistance I need but am prone to burnout? It may be helpful to have an open conversation with your supervisor or HR department about your recently diagnosed ADHD and your concerns regarding burnout - however you do not have to disclose your diagnosis if you do not want to. Start by explaining the diagnosis and how it affects your work performance and well-being. Share specific challenges you have faced and the impact they have had on your productivity. Discuss your need for reasonable adjustments, such as flexible work hours, additional breaks, or access to support resources like therapy or coaching. Request their support in finding the most suitable accommodations and adjustments to help manage your workload effectively and prevent burnout.

Q: What are good reasonable adjustments to ask for from my employer that are realistic to implement? Not everyone has the privilege to make their own rules up.

Reasonable adjustments may vary depending on individual needs and job requirements, but here are some examples that can be realistic to implement:

- Flexible work hours or modified work schedules
- Providing written instructions or checklists to aid focus and memory.
- Allowing short breaks for physical movement or relaxation techniques
- Providing a quiet workspace or noise-cancelling headphones
- Offering access to assistive technologies or productivity tools
- Regular check-ins and clear communication to ensure understanding of tasks and expectations.
- Support in prioritising and organising tasks.
- Providing additional training or coaching for specific skills needed in the role.

Q: How can we access support to progress at work? I feel a sense of *underachievement*.

If you're feeling a sense of *underachievement* at work, there are several avenues to access support and progress. Start by discussing your concerns and goals with your supervisor or manager, and explore opportunities for professional development, training, or mentorship within your organisation. Seek out resources and support groups specific to ADHD in the workplace, either online or in your local community. HR and OH are often helpful departments you can approach if available in your workplace.

Perhaps you have tried these measures, you may wish to have a discussion with your GP or Psychiatrist with regards to pharmacological and non-pharmacological treatments. CBT and coaching may be beneficial as they can provide guidance and strategies tailored to your needs. Additionally, self-education through books, articles, and online courses on topics related to career development and managing ADHD can be beneficial.

Group 2: Disclosing ADHD and Seeking Support in the Workplace

Q: How do I bring up with your manager that you have ADHD/ASD? / How to talk to your workplace or line manager about my ADHD as a teacher in school?

This is a common question with our clients at Marpe Wellbeing. When discussing your ADHD or ASD with your manager, it's important to approach the conversation in a professional and constructive manner. One of the ways that we have seen work is by arranging a 1-1 with your manager and perhaps taking along a doctor's note we can provide confirming diagnosis and requesting adjustments as required. Your GP may be able to issue this note. Prepare by gathering information about your condition and how it may impact your work, as well as any accommodations or support you may need. Clearly communicate your strengths, challenges, and how your manager can support you effectively. Be open to answering any questions your manager may have and work together to find solutions that promote your productivity and well-being in the workplace.

For teachers, discuss specific areas where you may need support or accommodations, such as organisation strategies, task prioritisation, or classroom management techniques. Emphasise your commitment to providing the best education for your students and how the proposed accommodations can contribute to that goal.

Q: Should I tell HR that I have ADHD? What about my line manager?

Disclosing your ADHD diagnosis is a personal decision and depends on various factors, such as your workplace culture, the nature of your job, and your level of comfort. It may be beneficial to disclose your ADHD to HR, as they can provide guidance on available workplace accommodations and support programs. However, whether or not to disclose it to your line manager is your choice. If you believe your line manager will be supportive and accommodating, sharing your diagnosis may help facilitate a more understanding and productive work environment.

Q: How do you counter the self-identification of having ADHD on the day to gain an advantage vs a genuine individual with ADHD? Providing interview questions before.

To ensure fairness in the hiring process and prevent individuals from falsely claiming ADHD for an advantage, it's important to establish standardised procedures and protocols. Providing interview questions in advance to all candidates, rather than selectively, can create a level playing field. This allows candidates to demonstrate their genuine abilities and qualifications during the interview, rather than relying solely on the advantage of prior knowledge. Additionally, incorporating multiple assessment methods, such as skills demonstrations, work samples, or reference checks, can provide a more comprehensive evaluation and reduce the potential for misrepresentation.

Group 3: Navigating the Workplace, Discrimination, and Seeking Resources

Q: How to tackle discrimination against people with ADHD?

Tackling discrimination against people with ADHD requires a multi-faceted approach. Education and awareness are crucial to combat misconceptions and stereotypes about ADHD. Encouraging open dialogue and promoting understanding within the workplace can help create a more inclusive environment. Organisations should establish policies and practices that prevent discrimination based on neurodiversity and provide reasonable accommodations for employees with ADHD. Training programs for managers and employees can help foster a supportive workplace culture. Advocacy and support from ADHD-specific organisations and networks can also play a role in addressing discrimination and promoting equal opportunities.

Q: Do you think disclosure of ADHD at the screening process helps organisations to support individuals with ADHD?

Disclosure of ADHD at the screening process can be a personal decision. While it may help organisations better understand an individual's needs and provide appropriate support, it also carries the risk of potential discrimination or bias. It is important to consider the specific workplace environment and company culture before disclosing ADHD. Some individuals may choose to disclose their diagnosis during the screening process to ensure that the organisation is aware of their needs and can provide reasonable accommodations. Others may prefer to disclose ADHD after they have secured the position and developed trust within the workplace.

Q: How do you differentiate ADHD from co-morbid conditions such as anxiety and trauma?

Distinguishing between ADHD and co-morbid conditions such as anxiety and trauma can be challenging since these conditions can share overlapping symptoms. It is important to seek a comprehensive evaluation from a qualified healthcare professional, such as a GP or psychiatrist. It is probably worth having an initial consultation with a GP first who will be able to assess your symptoms, diagnosis and refer if they feel ADHD assessment is required. You can book with one of [our GP's by clicking here](#).

Q: Is there a toolbox of tools available that we can look through to give ideas of what solutions/adaptations might work?

Yes, there are various resources available that can provide ideas and tools for managing ADHD in the workplace. Some examples include online ADHD support communities, books, articles, and websites dedicated to ADHD and workplace strategies. Additionally, there are apps and digital tools designed to support individuals with ADHD in improving time management, organisation, focus, and productivity. These resources offer practical tips, techniques, and strategies that can be tailored to individual needs. Consulting with mental health professionals, coaches, or occupational therapists who specialise in ADHD can also provide personalised guidance and recommendations based on specific challenges and goals. Have a look through our post-event pack that has been sent out with this Q&A which has some tools and suggestions on adaptations.

Q: How to sell yourself with ADHD?

Selling yourself effectively with ADHD involves understanding and effectively communicating your strengths, skills, and unique qualities to potential employers. Here are a few tips:

1. Identify your strengths: Recognize your strengths, such as creativity, problem-solving abilities, or resilience, and highlight them during interviews or when writing resumes and cover letters.
2. Focus on achievements: Emphasise your past accomplishments and how they demonstrate your abilities and value to potential employers.
3. Be prepared: Before interviews, thoroughly research the company, anticipate potential questions, and practise your responses. Consider how your ADHD-related traits can bring a fresh perspective or unique contributions to the role.
4. Communicate your needs: If appropriate, discuss any reasonable accommodations that might enhance your productivity or performance in the workplace. Be proactive in finding solutions that support your success.
5. Use your passion and enthusiasm: Highlight your genuine interest in the field or role you're applying for, as passion and enthusiasm can be compelling traits that capture employers' attention.

Remember, each individual's experience with ADHD is unique, and finding strategies that work for you is key. Seeking support from career counsellors or coaches who specialise in working with individuals with ADHD can provide tailored guidance in presenting yourself effectively.

Group 4: Acknowledging Struggles and Challenging Biases

Q: Guys please. It is not in everyone's gift to become a self-employed entrepreneur/check into a hotel every time they have a deadline!

You're absolutely right. Not everyone has the privilege or resources to become self-employed or take time off in a hotel when facing work stress or deadlines. It's important to acknowledge that everyone's circumstances and resources differ. Instead, it's crucial to explore and advocate for reasonable accommodations and support in the workplace, such as flexible work arrangements, effective time management strategies, and open communication with supervisors about workload and deadlines. Creating a supportive work environment that recognizes the diverse needs and challenges of individuals with ADHD is essential.

Q: People turn to harmful ways to cope, drink, drugs, gambling sometimes due to work stress. Often they do not know that they have ADHD. How do we address this?

It's important to address the issue of individuals turning to harmful coping mechanisms due to work stress and unrecognised ADHD. Education and awareness about ADHD can play a crucial role in helping individuals recognize their symptoms and seek appropriate support and treatment. Providing resources, such as informational materials, workshops, or access to mental health professionals, can help employees understand their challenges and find healthier coping strategies. Additionally, creating a supportive work environment that prioritises employee well-being, offers flexibility, and encourages open communication can help individuals manage stress and seek assistance without resorting to harmful behaviours.

Q: The narrative of ADHD being a superpower is toxic positivity. This was advertised as ADHD in the workplace, but it seems geared towards the self-employed.

It's important to recognize that ADHD is not solely a superpower, nor should the challenges associated with it be downplayed. While ADHD can bring unique strengths and abilities, it is essential to acknowledge and address the difficulties that individuals with ADHD face in the workplace. Promoting a balanced and realistic understanding of ADHD is crucial for creating inclusive and supportive work environments. Training, workshops, and resources that provide a comprehensive understanding of ADHD, including its challenges and strengths, can help foster a more accurate and supportive narrative in the workplace.

Q: You can't talk about the positives of ADHD without understanding and accepting the shortcomings.

Absolutely. It's important to have a holistic perspective on ADHD that acknowledges both the positive aspects and the challenges individuals with ADHD experience. By understanding and accepting the shortcomings, employers and co-workers can better support individuals with ADHD and provide the necessary accommodations and strategies to address their specific needs. Balancing a focus on the positive traits with an understanding of the challenges helps create an environment that appreciates and supports the individual as a whole.

Q: This is an incredibly biased attitude because she hasn't experienced these struggles herself. Struggling is allowed, let's not beat ourselves down for feeling it.

It's crucial to acknowledge that individuals without personal experience of ADHD may not fully understand the struggles associated with the condition. It is important to create spaces where individuals can express

their challenges openly without judgement or invalidation. By fostering empathy, understanding, and open dialogue, we can promote an inclusive and supportive environment that validates the experiences and struggles of individuals with ADHD. Everyone is unique including neurodiverse individuals and everyone's experiences are different.

Q: ADHD is not an illness. It's a disorder/condition.

You're correct. ADHD is classified as a neurodevelopmental disorder/condition, not an illness. The distinction between disorder and illness is important because it helps shift the perspective from a medical pathology to understanding ADHD as a neurobiological condition that affects an individual's executive functions, attention, and impulse control. Viewing ADHD as a disorder helps promote understanding, support, and appropriate accommodations to enable individuals with ADHD to thrive in various aspects of their lives, including the workplace. The language around neurodiversity is something we are all still learning and increasing awareness through training and education are key.

Group 5: Adult ADHD Diagnosis and Self-Support

Q: I have ADHD diagnosed as an adult. I'm in addiction recovery from gambling and alcohol. I believe kids being diagnosed early can help reduce addiction. Do you?

Early diagnosis and intervention for ADHD in children can indeed be beneficial in reducing the risk of developing addiction later in life. Research suggests that individuals with untreated ADHD may be more susceptible to engaging in risky behaviours, including substance abuse. By identifying ADHD early on and implementing appropriate interventions, such as therapy, medication, and supportive environments, we can better equip children to manage their symptoms and make healthier choices as they grow into adulthood.

Q: Whilst I wait to refer myself for ADHD diagnosis, how can I support myself?

While awaiting an ADHD diagnosis, there are several self-support strategies you can implement. Start by educating yourself about ADHD, its symptoms, and management techniques. Develop healthy lifestyle habits, including regular exercise, sufficient sleep, and a balanced diet, which can positively impact ADHD symptoms. Experiment with different organisational and time management tools, such as planners, reminders, or task lists, to help improve your focus and productivity. Consider seeking support from ADHD-focused communities, online forums, or support groups where you can connect with others who share similar experiences. As always, we would always recommend having a discussion with your GP to discuss your concerns and symptoms to exclude any underlying mental health conditions.

Q: Is an adult diagnosis worthwhile? Will it benefit me at all?

If you feel you have symptoms of ADHD that causes challenges in your day to day, an adult ADHD diagnosis can be extremely worthwhile and beneficial. It provides validation for the challenges you may have been experiencing throughout your life and offers an opportunity for a better understanding of your unique strengths and struggles. A diagnosis can also open doors to appropriate treatments, accommodations, and support systems that can significantly improve your quality of life. It allows you to access resources, therapy, medication, and strategies tailored specifically to managing adult ADHD symptoms and addressing any related difficulties you may be facing.

Q: Is there a permanent solution to adult ADHD? How do I stop being overwhelmed and follow the routine for proper time management?

ADHD can be effectively managed with a combination of strategies and treatments. Developing personalised coping mechanisms and finding a routine that works for you can significantly reduce feelings of being overwhelmed and improve time management. Consider implementing strategies such as breaking tasks into smaller, manageable steps, using visual cues and reminders, practising mindfulness or meditation to enhance focus, and seeking support from therapists or coaches who specialise in ADHD. Medication may also be a valuable option to discuss with a healthcare professional experienced in ADHD management.

Q: How can I tell if my difficulty concentrating and staying focused is related to ADHD?

If you're experiencing persistent difficulties with concentration and staying focused, it may be worth exploring whether ADHD could be a contributing factor. An initial consultation with a GP (service provided at Marpe Wellbeing) is helpful to diagnose other conditions or if they feel fit after initial pre-screening to refer on to a psychiatrist for a comprehensive assessment and evaluate your symptoms in the context of

your personal history. The assessment may involve interviews, questionnaires, and gathering information from multiple sources, including family members or previous educational records. A proper evaluation will help determine if ADHD is the underlying cause of your difficulties and guide appropriate treatment options.

Group 6: Accessing ADHD Assessments and Costs

Q: I've got a referral for ADHD/ASD sent via my GP through the NHS. It's a 1-2-year wait. With the BBC article this week, should I wait for the NHS or go private?

The decision of whether to wait for the NHS or go private for an ADHD/ASD assessment depends on your individual circumstances and preferences. If you feel that the wait time is causing significant distress or negatively impacting your quality of life, seeking a private assessment might be an option worth considering. Private assessments generally have shorter waiting times and can provide a quicker diagnosis. However, it's important to weigh the financial implications as private assessments can be costly. It may be helpful to consult with your GP or a mental health professional to discuss the best course of action for your situation. At Marpe Wellbeing we believe in an accurate and unbiased assessment of each individual. If you wish to register your interest in ADHD assessment with us, you can do so by [clicking here](#).

Q: How do you get a diagnosis for ASD and ADHD if you think you may have both and your GP isn't listening?

If you suspect that you have both ASD and ADHD, but your GP isn't responsive to your concerns, there are a few steps you can take. Firstly, consider seeking a second opinion from another GP at your practice. Sometimes it's hard to articulate your experience and symptoms. Writing down your concerns prior to your consultation can be helpful to articulate your concerns. It can be helpful to gather any relevant documentation or evidence of your symptoms, such as personal observations, behavioural patterns, or feedback from friends or family members. Presenting this information to the healthcare professional can support your case and increase the likelihood of obtaining a thorough evaluation for both conditions. If necessary, you may also consider seeking a referral to a specialist or neurodevelopmental clinic that specialises in diagnosing and treating ASD and ADHD. If you wish to register your interest in ADHD assessment with us, you can do so by [clicking here](#).

Q: How much does an ADHD assessment cost?

The cost of an ADHD assessment can vary depending on various factors, including the country, region, and the specific provider or clinic you choose. Private assessments typically involve several components, such as interviews, questionnaires, cognitive assessments, and feedback sessions. The total cost may range from £400-700. It's recommended to contact different assessment providers or clinics in your area and inquire about their fees and services to get a better understanding of the costs involved.

Q: Are there any examples of employers helping pay for ADHD assessments?

Some employers may offer assistance or coverage for ADHD assessments as part of their employee benefits programs. This can vary depending on the specific policies and provisions of each employer. It is advisable to consult your employer's HR department or review your employee benefits package to determine if there are any provisions for mental health assessments or support. Researching local resources and reaching out to relevant organisations or support groups can provide more information on potential options for financial assistance.

Q: Does HRT have a positive or negative effect on ADHD?

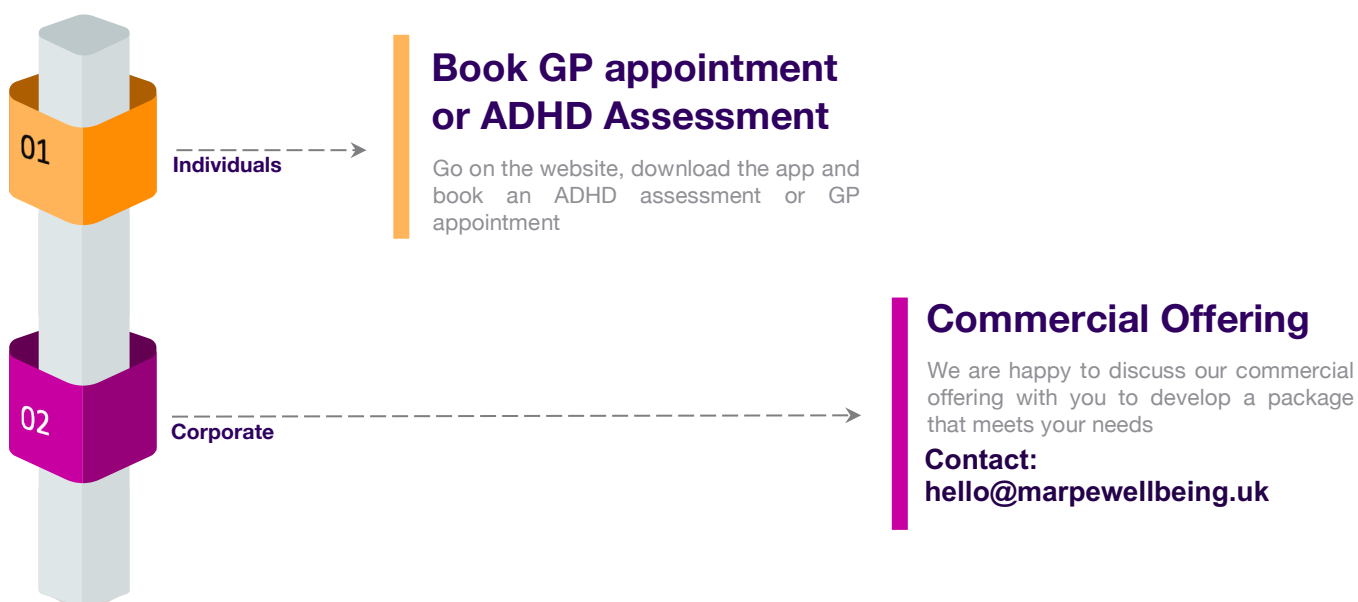
HRT is hormone replacement therapy. In the context of the perimenopausal woman with ADHD, we have seen that due to the drop in oestrogen level, symptoms of ADHD such as brain fog and poor concentration

may heighten. Hormone replacement therapy in this case if clinically appropriate and after careful assessment by your doctor may help alleviate these symptoms. HRT comes with enormous benefits for the perimenopausal woman but also comes with its risks and thus careful risk assessment by your practitioner will be required before initiating.

Connect with us

We hope you found the ADHD in the workplace event highly insightful. Marpe Wellbeing are actively looking to support companies to understand the strength of processes in place to identify and manage ADHD in the workplace.

If you would like a free and informal chat to share best practices, please email us at hello@marpewellbeing.uk



- Digital GP service
- Mental Health Consultations
- Employee Wellbeing Programme
- Wellbeing workshops

Dr Oluwatobi Adesanya
Medical Director
tobi@marpewellbeing.uk

Imran Abdulla
Head of Growth
imran.a@marpewellbeing.uk