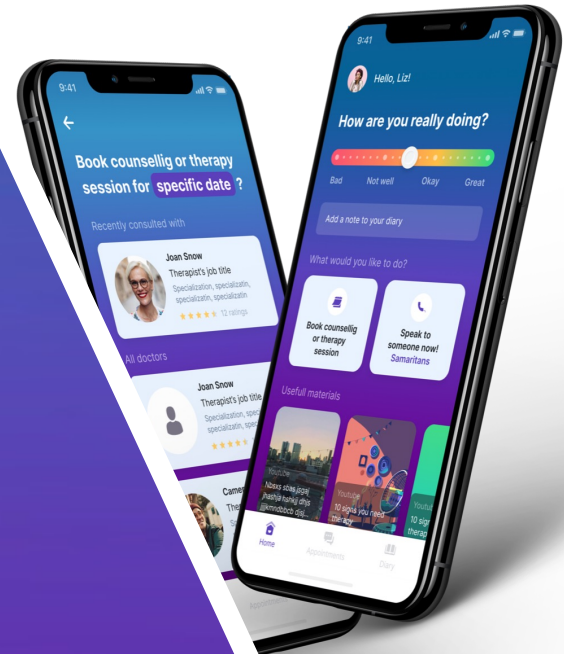


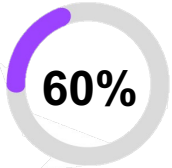


Marpe  
Wellbeing

# ADHD in the Workplace: Navigating ADHD and work



# The Paradox of ADHD in the Workplace



Employees with ADHD are **60% more likely to be fired from a job**, three times more likely to quit a job impulsively and 30% more likely to have chronic employment issues.



Adults with ADHD **lose an average of 22 days of productivity** per year.



Research shows that people with ADHD are more likely to be **creative and original thinkers** and bring fresh ideas into any setting than adults without ADHD.

# For Employees

ADHD comes with its own set of strengths and opportunities. By embracing these coping mechanisms and shifting your perspective, you can harness the positive aspects of ADHD and thrive in your professional life.

## Embrace Hyperfocus

ADHD often brings the ability to hyperfocus on tasks that capture your interest. Use this to your advantage by identifying tasks or projects that ignite your passion. Embrace your ability to dive deep into these tasks, as it can lead to exceptional outcomes.

## Leverage Creativity

Many individuals with ADHD possess remarkable creativity. Embrace your unique perspective and out-of-the-box thinking. Channel your creative energy into problem-solving, brainstorming sessions, or innovative projects where your fresh ideas can shine.

## Timeboxing

Allocate specific time blocks for focused work, eliminating distractions during these periods by closing unnecessary applications, turning off notifications, and creating a quiet workspace.

## Seek Support

Be proactive in seeking support from your team and colleagues, communicating your needs for clear deadlines, and occasionally delegating tasks to optimise your time and workload.

## Break Tasks into Manageable Steps

Break larger tasks into smaller, manageable steps. By doing so, you can tackle one step at a time, providing a sense of accomplishment and preventing overwhelm.

## Flexible Work Arrangements

Request for flexible work hours that enables you structure your day in a way that suited to your ADHD-related challenges

# For Employees:

**Understanding ADHD Diagnosis and Workplace Support.** These points aim to support individuals with ADHD in the workplace by providing strategies for communicating their needs, accessing appropriate support, and initiating conversations with their manager about their condition

## Communicating Assistance Needs and Avoiding Burnout

- Openly discuss your ADHD diagnosis with your employer or manager.
- Explain your symptoms and how they affect your work
- Reflect on and share specific challenges you have faced and the impact they have had on your productivity
- Highlight specific areas where you require assistance or adjustments.
- Set boundaries and prioritise self-care
- Request flexible work arrangements or accommodations when needed

## Realistic Reasonable Adjustments to Ask for

- 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
- Support in prioritising and organising tasks.
- Providing additional training or coaching for specific skills needed in the role.

## Accessing Support to Progress at Work

- Discuss your concerns and goals with your supervisor or manager, and explore opportunities for professional development, training, or mentorship within your organisation
- Seek mentorship or guidance from experienced colleagues. We have had clients who when they share their condition with are always willing to go the extra mile for them as mentors
- Consider reaching out to an ADHD coach or therapist who can provide guidance and strategies tailored to your needs.

## How to Bring Up ADHD with Your Manager

- Request a private meeting or conversation to discuss your ADHD
- Select a time when both you and your manager can have an uninterrupted discussion
- Be prepared and organised.
- Research ADHD and how it may impact your work
- Anticipate potential questions or concerns your manager may have
- Explain the impact of ADHD on your work:
- Discuss specific challenges you face and how they affect your productivity

# For Employers and Managers

It is essential to foster an environment where employees feel safe to express their pain points without fear of negative repercussions or dismissals. This enables open communication, trust, and supports overall employee well-being and productivity.

## Fostering a Safe Space

- Establish clear communication channels within the organisation.
- Encourage open dialogue and ensure that employees feel comfortable discussing their needs, challenges, and accommodations.
- Emphasise the value of diverse perspectives and foster an inclusive work culture.
- Offer the opportunity for regular one to one conversations. This can be with a line manager, or neurodiversity champion.

## Be More Neurodiverse Inclusive

- Ensure that you have HR and employment policies to recruit and support those who are neurodiverse
- Consider desk location and storage facilities. An organised and tidy workspace in a quiet area will help to minimise distraction.
- Have a clear communications plan that considers all employees. This can be supported by using a mix of verbal, visual and written formats.

## Education and Awareness

- Promote understanding: Conduct training sessions or workshops to educate employees about ADHD, its characteristics, and the challenges individuals may face.
- Address misconceptions: Challenge stereotypes and myths surrounding ADHD by providing accurate information and dispelling common misconceptions.
- Collaborate with external organisations or ADHD support networks to gain insights and resources.

## Job applications and Interview Process

- Create neurodiverse-friendly job ads; using inclusive language, clearly state the specific skills and qualifications required for the job, and be open to accommodations.
- Consider alternative formats such as audio or visual descriptions to cater to diverse needs.
- Allow disclosure of ADHD at the screening process, maintain confidentiality.

# For Employers and Managers

Create an inclusive and supportive work environment for employees with ADHD by embracing their strengths and offering tailored support will enable them to thrive, contribute effectively, and feel valued as members of the team.

## Offer Flexible Work Arrangements

- Recognize that flexibility can benefit employees with ADHD.
- Consider flexible work hours, remote work options, or personalised workspaces that cater to their specific needs.
- Emphasise the positive outcomes that flexibility can bring, such as increased focus and improved work-life balance.

## Reasonable Workplace Adjustments

- Provide and/or allow the use of noise cancelling headphones to help block out distractions.
- Static workstation
- Clear and logical expectation and rules
- Reduced Sensory Stimulus.
- Be able to work from a Different Location.
- Be able to work Fixed Hours Instead of Variable Shifts.

## Celebrate Individual Accomplishments

- Recognise and celebrate the achievements of employees.
- Highlight their unique contributions to projects, problem-solving abilities, creativity and the positive impact of their strengths.
- Encourage team members to appreciate and learn from each other's diverse abilities.

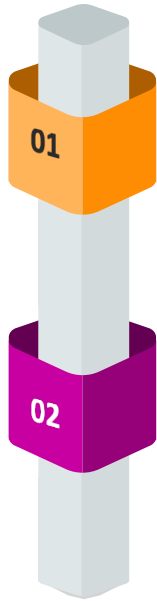
## Implement Structured Planning & Organisation

- Help employees with ADHD develop structured planning and organisational strategies.
- Offer training on time management, prioritisation, and task breakdown techniques. Highlight the benefits of these strategies, such as enhanced efficiency and reduced stress.
- Introduce project management tools or task-tracking apps. These tools can help employees stay organised, prioritise tasks, and monitor progress.

# Connect with us

We hope you found the 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.



Individuals

## Book GP appointment or ADHD Assessment

Go on the website, download the app and book an ADHD assessment or GP appointment

Corporate

## Commercial Offering

We are happy to discuss our commercial offering with you to develop a package that meets your needs

**Contact:**  
[hello@marpewellbeing.uk](mailto:hello@marpewellbeing.uk)

**Dr Oluwatobi Adesanya**  
Medical Director  
[tobi@marpewellbeing.uk](mailto:tobi@marpewellbeing.uk)

**Imran Abdulla**  
Head of Growth  
[imran.a@marpewellbeing.uk](mailto:imran.a@marpewellbeing.uk)



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- Mental Health Consultations
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You can also register your interest for **ADHD assessment** on our website. Visit [www.marpewellbeing.uk](https://www.marpewellbeing.uk) or download Marpe Wellbeing App and click 'Doctor's Appointment'

Users can search and book an appointment with either a **GP, psychiatrist, psychotherapist, psychologist, or a counsellor.**

