

Neurodiversity at Work: ADHD

ADHD, which stands for attention deficit hyperactivity disorder, is a condition that is often misunderstood, even by those who live with it every day. The misconceptions are hurtful and limiting. They also ignore the incredible innovation, creativity, and sociability, which often comes with this condition.

So let's tackle some of the most widespread myths surrounding ADHD to understand it better.



Myth: ADHD is a condition that affects only children

Fact: One of the biggest myths about ADHD is that it only affects children. While this condition is often diagnosed in childhood, it can also be diagnosed in adults. Some children grow out of ADHD in adulthood, but many don't. ADHD is a lifelong condition. There are spectrums and varying degrees to which adult people experience the symptoms, and these may change with age.

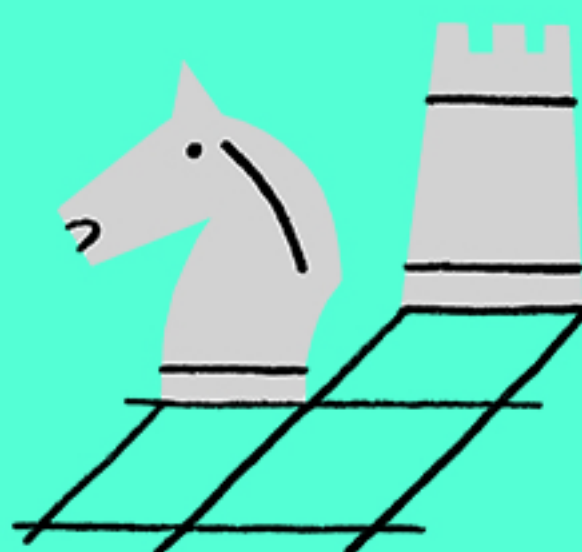
Myth: ADHD can be caused by some factors in adulthood

Fact: Another myth is that ADHD can be caused by poor lifestyle choices, such as too much screen time. However, ADHD is a purely brain-based disorder with a strong genetic component. It's not uncommon for neurotypical people to experience periods of decreased focus and/or hyperactivity due to a number of reasons: stress, lack of sleep or physical activity, or even the side effects of some medications. But these symptoms alone don't indicate the presence of ADHD.



Myth: ADHD makes people unable to focus

Fact: People with ADHD may struggle with attention and concentration in some areas, but they absolutely can focus. Hyperactivity is just one of the symptoms. Although ADHD can make it difficult to focus on certain tasks, it can also allow people to hyperfocus on things they find interesting or engaging. This can lead to exceptional work in certain areas.



Myth: ADHD is a flaw

Fact: People with ADHD may struggle to focus or perform some tasks because their brain processes information differently from neurotypical people. On the one hand, their condition can cause them to experience difficulties such as guilt, anxiety, and even depression, which can affect their overall well-being. At the same time, their brains can be great at multitasking and thinking creatively. This makes them excellent at jobs that require quick thinking, problem-solving, and creativity. They are often valuable team players in workplaces where they can contribute their strengths.

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