

CULTURAL COMPETENCY CORNER

A MONTHLY PUBLICATION FOR THE EMPLOYEES OF
RISE SERVICES, INC.

Dear Rise Employee:

In this edition of the Cultural Competency Corner, we will discuss Attention Deficit Hyperactivity Disorder (ADHD) and the effect it may have on employees who have an ADHD diagnosis. Additionally, we will share ways that organizations and their members can be more inclusive and encouraging of people with ADHD. We want this insight to add to the collaborative spirit that exists at RISE. We hope you enjoy this edition.



**Steven Hunter,
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RISE CORPORATE VALUES



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This newsletter is designed with you in mind. If you have content ideas, cultural events, or cultural celebrations to share, please forward them to Steven Hunter for consideration.

WHAT IS ADHD

Attention Deficit Hyperactivity Disorder (ADHD) is a brain-based and often genetic disorder. Research indicates (Nationaltoday.com) prenatal risk factors, environmental toxins, and family history may all contribute to the development of ADHD. ADHD impacts children as well as adults. It is present in every demographic and socio-economic background. People in every profession have ADHD. There is no group of people immune to ADHD.

Individuals who have ADHD may:

- be unable to sit still
- constantly fidget
- be unable to concentrate or focus on tasks
- demonstrate excessive physical movement
- talk excessively
- be impatient while waiting their turn
- act impulsively
- interrupt conversations

ADHD IN THE WORKPLACE

Roughly 9 million adults have been diagnosed with Adult ADHD (WebMD, 2021). Many are active participants in the workplace. According to the Bureau of Labor Statistics (2021), adults with ADHD are often misunderstood in the workplace. This causes them to be inappropriately disciplined, and in some circumstances, terminated. Half of the adults with ADHD have long-term employment compared to 73% of adults who do not have the diagnosis (WebMD, 2021).

The performance of people with ADHD may be negatively impacted by their inability to:

- Manage time
- Get and stay organized
- Listen and pay attention
- Follow directions
- Complete assignments
- Attend to details
- Get to work on time
- Speak just when it's their turn
- Sit still
- Keep emotions under control

ADHD affects workplace relationships and operations in a number of ways (WebMD, 2021). When a person suffers from ADHD they may:

- Be prone to blowups with co-workers or supervisors
- Find it difficult to be assigned to multiple project teams or tasks
- Have difficulty making complex decisions or delivering multitiered judgments

SUPPORTING ADULTS WITH ADHD IN THE WORKPLACE

Employees with ADHD often work very hard to overcome their disorder. They want to succeed and be strong contributors on the job. To support the employee with ADHD coworkers and managers can:

- Seek out knowledge and information on the disorder to increase their competency
- Be understanding when symptoms of ADHD are displayed
- Clearly define the work assignment and expectations
- Be flexible with work assignments and due dates (as applicable)
- Assign tasks based on the employee's strengths
- Offer a flexible work schedule
- Be precise in the time of day certain tasks are due
- Offer variety in meeting agendas and settings
- Provide regular breaks in the workday
- Provide an opportunity for feedback and discussion
- Avoid assumptions

Employees with ADHD can be reliable and devoted members of an organization. Increasing awareness and seeking understanding of the ADHD diagnosis will develop cultural competence and strengthen workplace relationships.

To learn more about ADHD visit:

<https://www.cdc.gov/ncbddd/adhd/diagnosis.html>

<https://nationaltoday.com/national-adhd-awareness-month/>

<https://www.webmd.com/add-adhd/adhd-in-the-workplace>