



ADHD in the workplace

Neurodivergent talent in high-performance environments

Certified Health & Performance Coach

ADHD Coach

CBT Practitioner

Breathwork Instructor



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Computer Futures – 500+ Perm Hires

Conchango / EMC - 500+ Perm Hires

Intrinsic Recruitment - 350+ Perm Hires

**Do you have someone with
ADHD in your team?**

What is **ADHD**?

(Attention Deficit Hyperactivity Disorder)

ADHD is a
neurodevelopmental condition
impacting executive function.

Executive Function

The brain's ability to:

Plan

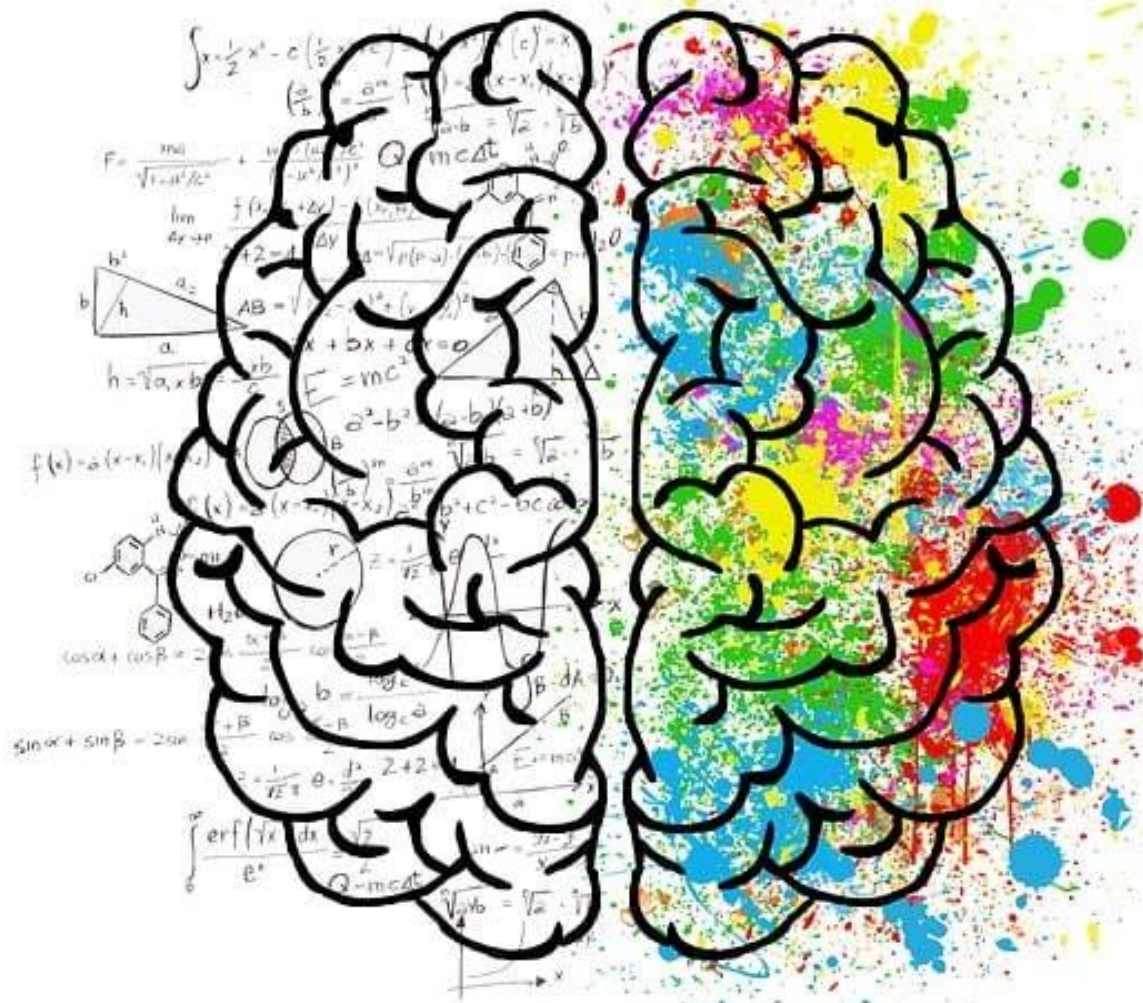
Prioritise

Start tasks

Manage time

Regulate emotions

ADHD primarily affects these systems.



Not a problem with motivation.
Not a problem with intelligence.

3 – 5% of adults have ADHD
(most undiagnosed)

1.8% of adults have received a diagnosis

1 in 20 report they think they have ADHD

Up to 60% of founders have ADHD traits

Why does this matter?

High-pressure environments amplify symptoms,
but also amplify strengths

ADHD talent often drives innovation,
hyperfocus, energy and creativity

Leaders who understand reduce
burnout, turnover and conflict

Traits

Inattention

Difficulty focusing on tasks.

Easily distracted.

Forgetfulness in daily activities.

Trouble with organisation.

Hyperactivity

Excessive physical movement.

Fidgeting.

Inability to sit still.

Constant feelings of restlessness.

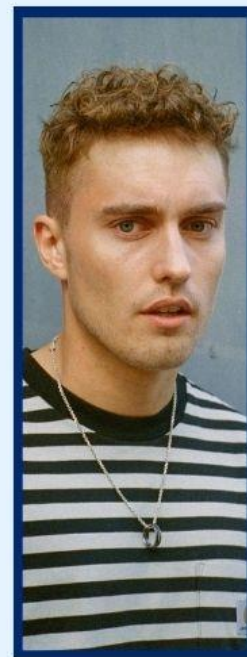
Impulsivity

Acting without thinking.

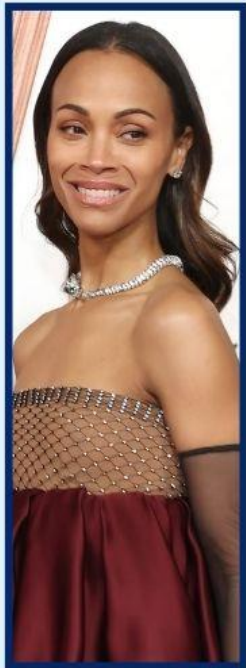
Interrupting others.

Making hasty decision.

Difficulty with delayed gratification.



CELEBRITIES WITH ADHD



Strengths of the **ADHD** brain

Creativity and innovation

Big-picture thinking

Energy and drive

Strong problem-solving

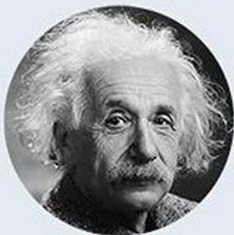
Hyperfocus on meaningful work



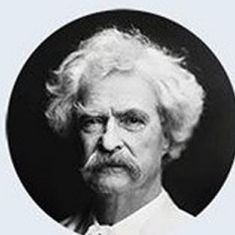
Abraham Lincoln
U.S. President



Agatha Christie
Author



Albert Einstein
Theoretical Physicist



Mark Twain
Author



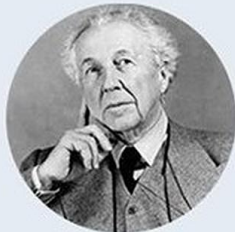
Michael Jordan
Basketball Player



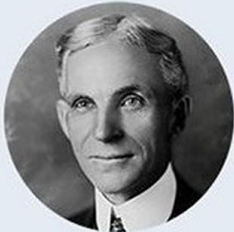
Richard Branson
Founder of Virgin



Bill Gates
Founder of Microsoft



Frank Lloyd Wright
Architect



Henry Ford
Founder of
Ford Motor Company



Robert Frost
Poet



Socrates
Philosopher



Thomas Edison
Inventor



Sir Isaac Newton
Physicist



Katherine Ellison
Author



Lisa Ling
Journalist



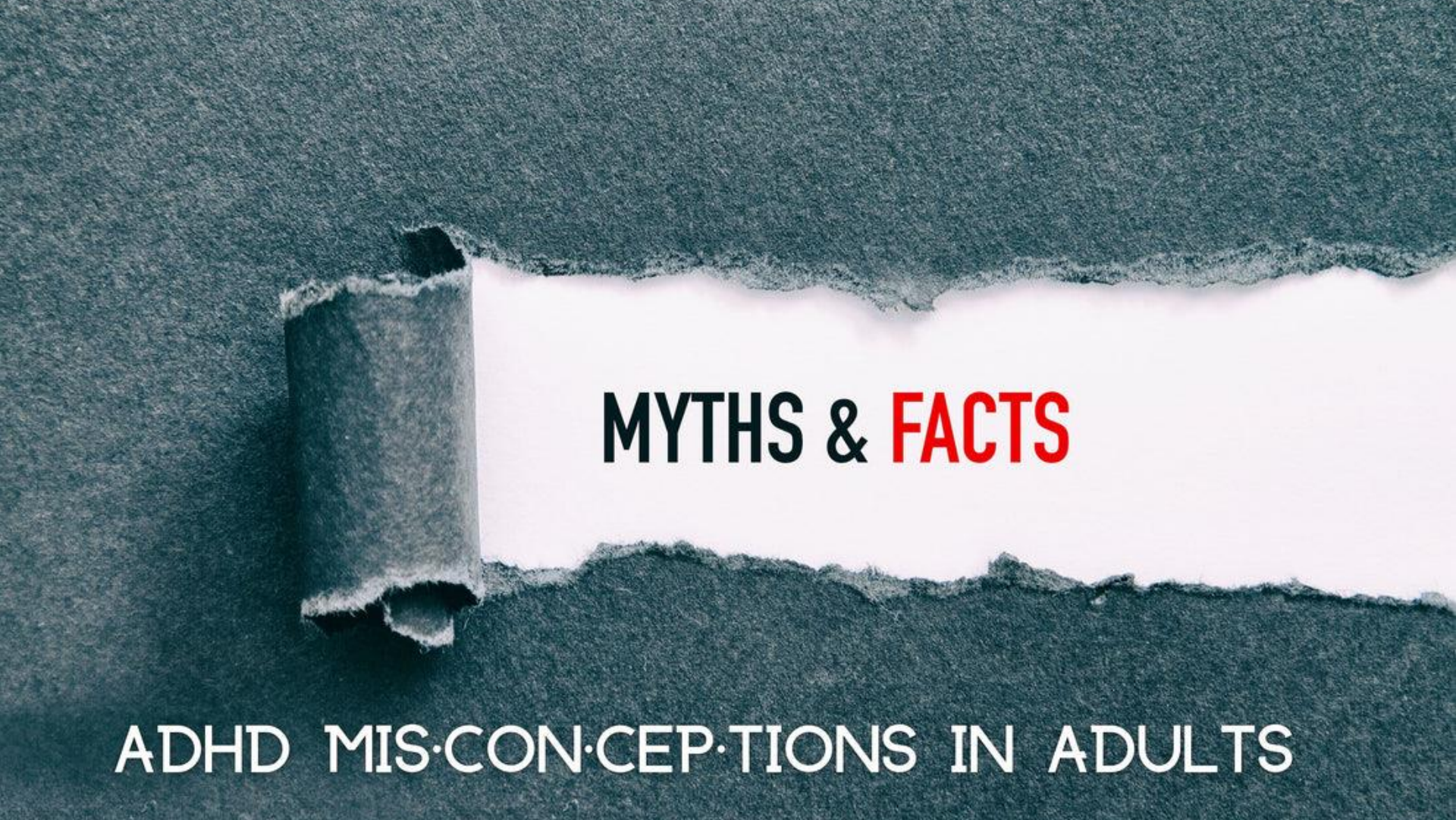
Vincent van Gogh
Artist



Virginia Woolf
Author



Whoopi Goldberg
Actress



MYTHS & **FACTS**

ADHD MIS·CON·CEP·TIONS IN ADULTS

ADHD isn't a lack of focus.

Sounds, smells, emotions, details. What others filter out they absorb.

They are not distracted, they are overloaded.

That's where creativity is born, the ability to see what others miss.

These minds can't do boring.

ADHD brains don't respond to "you have to".
When something matters, focus becomes razer-sharp.
It's not laziness, it's a different kind of motivation: biochemical.

The ADHD brain doesn't think in straight lines, it thinks in sparks.

Ideas collide in unexpected ways and that's how breakthroughs, startups and art are born.
People with ADHD aren't built to copy, they are **built to create.**

Yes, they burnout faster.

Routines, deadlines, expectations... it's a lot.
When ADHD minds aren't crushed but guided,
they do things others think are impossible.

Their greatest strength?

Depth.

They don't just notice, they feel.

Their brain doesn't do shallow, it's all or nothing.

That's the superpower: **living at full volume.**

They don't need fixing.

They need tools to direct their fire.
Then ADHD stops being a diagnosis **and becomes momentum!**

Mislabelling

ADHD challenges are often misinterpreted as:

- **Attitude problems**
- **Poor organisation**
- **Lack of commitment**

This leads to avoidable performance issues and disengagement.



" Growing up as a kid with ADHD, I was constantly bouncing off the wall. I had teachers telling me I could never amount to anything and that I would never be successful in life."

Michael Phelps

How **ADHD** shows up at work

Working Memory

Forgetting verbal instructions, losing track of tasks

Task Initiation

Knowing what to do, but struggling to start

Time Blindness

Underestimating time, missed deadlines

Emotional Regulation

Strong emotional responses, sensitivity to feedback

**Which of these challenges have
you observed in your team?**

Practical **Strategies**

Leadership toolkit

(Not to diagnose, to design clarity)

1. Structure & Clarity

Clear priorities, not long to-do lists

Use written instructions and clear deadlines

Instead of: “Let me know when you can”

Say: “Can you get this to me by 3pm Wednesday?”

Instead of: “Here’s the project”

Say: Step 1... Step 2... Step 3... Definition of done.

2. Flexibility

**Allow headphones / quiet zones
to reduce sensory load**

**Offer task batching:
“Deep work 10–12, meetings after 1pm”**

Give permission for short body-movement breaks

3. Communication

Short, regular check-ins

Clear agendas

Praise effort and progress, not just outcomes

Avoid public criticism

“What do you need from me to make this easier?”

4. Tools and Support

Apps: Motion, Notion, Pomodoro

Shared boards: Asana, Trello

Buddy systems to kickstart tasks

ADHD coaching / mentoring

5. Supportive Culture

Normalise neurodiversity

Encourage open disclosure

Highlights strengths publicly

Train managers

Reduce stigma by sticking to the facts.

**Awareness + Simple Adjustments
+ Supportive Culture**

= ADHD employees thrive

Legal obligations

Equality Act 2010

ADHD is legally recognised as a disability when symptoms significantly impact daily functioning.

Employers must provide

- 1. Reasonable adjustments**
- 2. Equal opportunities**
- 3. A workplace free from discrimination**

Reasonable adjustments

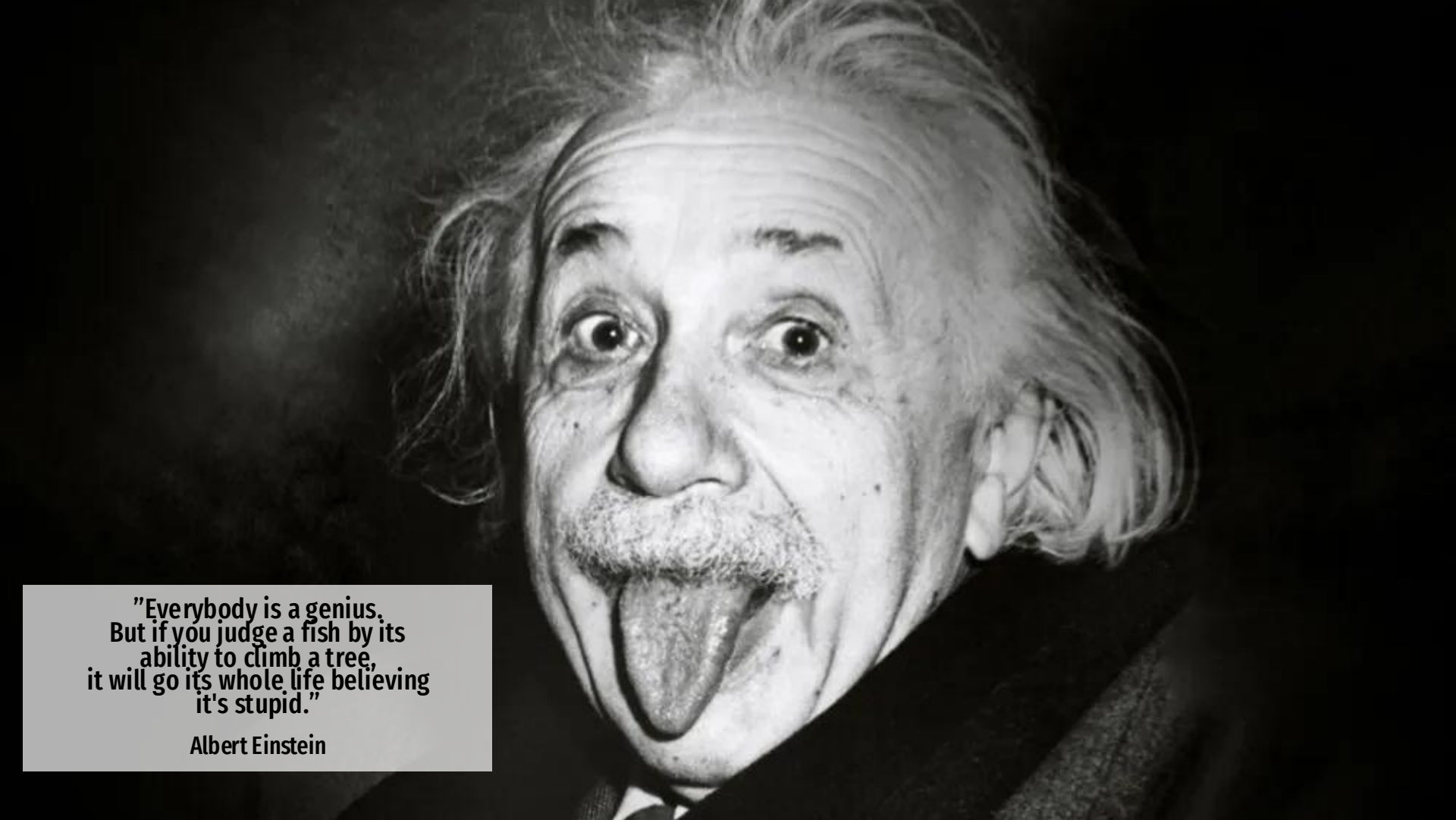
(Not special treatment)

1. Clear written instruction
2. Noise-reduction options
3. Slightly flexible start / finish times
4. Time-boxing support
5. Reduced last-minute changes
6. Visual project plans

What can you change tomorrow?

Written follow-ups
Protected deep work
Weekly progress praise

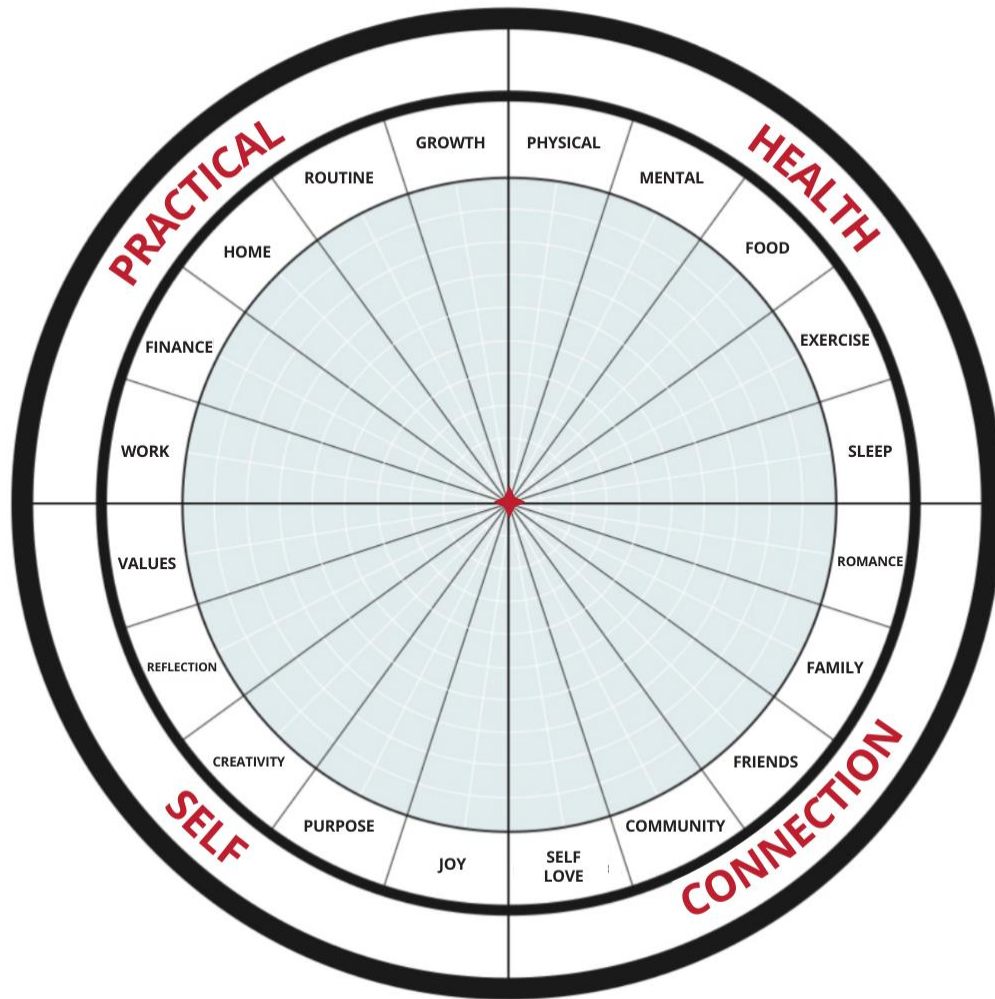
**I will normalise
neurodiversity in my team.**

A black and white photograph of Albert Einstein. He is looking directly at the camera with a wide-eyed, playful expression. His tongue is sticking out of his mouth. He has his characteristic wild, white hair and a mustache. The background is dark and out of focus.

"Everybody is a genius.
But if you judge a fish by its
ability to climb a tree,
it will go its whole life believing
it's stupid."

Albert Einstein

ADHD is not a deficit.
It's a different operating system.
When we understand it...
people fly.



Stay in touch!



Michelle Flynn



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Services

1-2-1 Coaching
Workshop Facilitation
Keynote Speaker
Breathwork