



ADHD in the workplace

Attention Deficit Hyperactivity Disorder (ADHD) is a neurodevelopmental condition that affects both children and adults. ADHD is often characterised by difficulties with attention, focus, memory, organisation, and impulse control. While commonly spoken about in terms of challenges, ADHD is also linked with creativity, high energy, and strong problem-solving skills.

In Australia, around 1 in 20 people live with ADHD (ADHD Australia, 2022). Adults with ADHD may experience higher risks of anxiety, depression, workplace stress, and misunderstandings from colleagues or leaders. With the right support and workplace adjustments, people with ADHD can thrive and contribute their strengths effectively.

What is ADHD?

ADHD affects the brain's executive functioning, which includes attention, planning, and self-regulation. Symptoms can look different for everyone, but common experiences include:

Inattention - Difficulty concentrating, forgetfulness, being easily distracted, or losing track of tasks.

Hyperactivity - High energy, restlessness, or difficulty sitting still.

Impulsivity - Interrupting, making quick decisions without thinking them through, or struggling to wait.

Many adults with ADHD also describe strengths such as:

- ▷ Creative problem-solving
- ▷ Hyper-focus on tasks they find engaging
- ▷ High energy and adaptability
- ▷ Ability to think outside the box.

ADHD is not a “lack of willpower” or “bad behaviour.” It is a recognised neurodevelopmental condition that varies across individuals.

Supporting ADHD in the Workplace

For employees with ADHD, the workplace can present both challenges and opportunities. With small adjustments, workplaces can enable employees with ADHD to thrive.

Ways workplaces can help include:

- ▷ Flexible work practices: Allow movement breaks, flexible hours, or hybrid arrangements when possible.
- ▷ Clear structures: Use written instructions, visual schedules, and prioritisation tools to reduce overwhelm.
- ▷ Task design: Break large projects into smaller steps with realistic timelines.
- ▷ Minimise distractions: Offer quiet workspaces, noise-cancelling headphones, or flexible seating.



▷ Strength-based approaches: Encourage roles or tasks that leverage creativity, energy, and problem-solving.

▷ Manager support: Train leaders to respond with understanding, reduce stigma, and recognise ADHD as a legitimate condition.

BSS your EAP

EAP counselling: Provide a safe and confidential place to discuss challenges and develop coping strategies.

Where to Go for Further Assistance

ADHD Australia (adhdaustralia.org.au) National body for ADHD awareness, advocacy, and information across the lifespan.

ADHD WA (adhdwa.org) State-based organisation offering support groups, resources, and professional training.

BSS your EAP is not there to diagnose, but to screen, support, educate, coach, and connect, to ensure employees feel heard and guided.

If you would like to speak with a mental health professional about ADHD, you can access your company's Employee Assistance Provider, BSS Psychology. To make an appointment call **1800 30 30 90** email appt@bsspsych.com.au or via webchat at www.bsspsych.com.au



Counselling available Australia-wide

National and International toll-free counselling support also available 24/7

For more information, please contact: appt@bsspsych.com.au

webchat: www.bsspsych.com.au

1800 30 30 90 (AUS Freecall) | **0800 820 035** (NZ Freecall)

