

It All Depends On How You Look At It!

Challenge	Strategies	Strength	Qualities
Distractibility	Redirection, find motivation	Multi-tascability	Notices everything, ability to do several things at once
Perseverates (*sticky thinking)	Find significant area of interest and encourage or rechannel	Ultra-focused	Deep concentration, attends to task at hand, problem-solver
Oversensitive	Differentiate between behavior and your value for them as a person	Intuitive	Sensitive, fair, very aware of others' feelings
Stubborn	Let individual set/help develop guidelines and natural or logical consequence	Tenacious	Stands up for beliefs, can be very goal-oriented
Impulsive	Either ignore or redirect through verbal or non-verbal cues	Spontaneous	Works well in the flow of things, based in the here and now
Risk-Taker	Channel and redirect to more positive outlets - have choices	Adventurous	Entrepreneurial spirit, innovator
Hyperactive	Give opportunities to move and learn through a kinesthetic approach, use hands on learning	Action-Oriented	Energetic, hands-on approach works well, makes great experiential learner and teacher
Procrastinates (*urgency addict)	Create timelines with check points which have relevance. Deadlines should have some consequences both +/-	Deadline Oriented	Needs an external deadline for effective output
Disorganized & Random	Visualize what clean room/ office look like. Reduce amt. of stuff. Use ring binders. Individually create organizational system	Flexible	Work well when things are OUT of alignment
Daydreamer	Channel. Give daydreaming breaks	Creative	Imaginative, creative, able to see unique perspectives, visionary
Rigid	Utilize routine and build in free time or planning periods. Practice breaking up a plan or routine in a structured way.	Structured	Enjoy routine and having things the same way
Manipulative	Point out manipulative behavior. Put in leadership roles and positively reinforce healthy interactions. Tap into charismatic nature.	Leader	Influential, charismatic, creative

Examples of Accommodations for ADHD:

Hyperactivity/ Impulsivity: For individuals with AD/HD, accommodations for hyperactivity/impulsivity might be beneficial.

- Provide structured breaks as a physical outlet
- Utilize a job coach to teach/reinforce techniques
- Allow the employee to work from home
- Review conduct policy with employee
- Adjust method of supervision
- Use services of EAP
- Provide private workspace

Focus/Concentration: For individuals with AD/HD, accommodations minimizing distractions might be improve performance.

- Provide a quiet work space
- Allow use of noise cancellation or white noise
- Work from home if no effective accommodations in office environment
- Uninterrupted work time
- Taking allotted breaks as needed
- Minimizing marginal functions to allow focus on essential job duties

Time management: For individuals with AD/HD, accommodations assisting with staying on task is often helpful

- Assign a mentor
- Provide to-do lists
- Meetings to discuss expectations
- Assistance with prioritization
- Assistive technology (timers, apps, calendars, etc)

Strategies for the Individual with the disability

Getting to Work on Time: For individuals with AD/HD, getting to work on time can often be difficult.

- Have a routine of putting/keeping things in place
- Prepare for the next day's work the night before
- Create checklists for yourself and others
- Place sticky notes where you will see them
- Turn off distractions – including cell phones
- Use a timer or programmable watch to pace self