

title: **I told my manager and HR department about my ADHD diagnosis - advice on accommodations to ask for?**

num_comments: 44

num_up_votes: 112

upvote_ratio: 1.0

Post Text

TL;DR - What accommodations do you guys ask for? I already wear noise cancelling headphones. I already am using a bullet journal to keep track of stuff. I have a Pomodoro app already. Intro about me: I'm 33 and found out I had ADHD in October 2020. Started taking medication and I've been in therapy for a few months now. I started working out every single morning. Using a Fitbit to make sure I was sleeping better. Finally started cooking all of my meals and not eating fast food every single meal. Things seemed to be improving and seemed great the first few months but I'd say in 2021 I've been struggling. Partly I feel because of the Adderall side effects which I really didn't like, their architecture and local dev environment is really fragile and complicated and mine was broken a lot so it's really hard to get it in a state where I can just write code and get in the zone so often that would end up with me getting stuck and frustrated and end up procrastinating/getting distracted. A lot of the business logic and architecture I am still unfamiliar with. What motivates me to stay at this company is the people and the culture, they are some of the kindest & smartest people I've ever worked with. I've switched to Vyvanse for the last two months now and I feel like this is my favorite medication so far since I haven't noticed any side effects but I feel like the effects are a bit too subtle? I've always struggled at work (I was fired 4 times row in my 20s, but I've managed to not get fired for 5 years now), I don't think I've ever had a good annual performance review my entire life except for one year. With semi annual reviews coming up, and anticipating I'd probably get not so great feedback, my therapist suggested I tell my manager and HR department about my diagnosis. My company is very open-minded and makes a great effort to talk about mental health stuff, and I was pretty sure my manager wouldn't be the type of person to discriminate against me so I finally told her about my diagnosis during our last 1-1 meeting. That was pretty hard, I broke down and cried lol. She said she didn't know much about ADHD, but thanked me for telling her and that it helped her understand a lot about my lack of performance lately and how long it's been taking me to finish my tickets. She also mentioned maybe we could meet 1-1 more regularly, like once a week instead of twice a week. She'd assign me to less time-sensitive work. She said stuff like let's try to work together to figure out what would work best for me. I've never told anyone I work with about this. When I did some research online about asking for workplace accommodations I'd hear stuff like "They let me wear headphones, gave me stapler and post-it notes so I could be more organized and make to-do lists". Lol. How is that supposed to help me as a software engineer? Honestly I feel like all I wanted was some sympathy I guess. Maybe I could ask to switch roles or teams? DevOps is something I've thought about but I'm just starting to dip my toes in it and I don't want to commit to something that I'm not certain I'll enjoy. Sorry for the long-winded post, I just thought these extra details might add some context. Any advice would be appreciated. ​ Update: If anybody ever sees this again. I asked for some PTO next month to go on a 2 week trip. She declined it saying that we had some work coming up. This company has an "Unlimited PTO" policy. I've taken 3 days of PTO since the start of 2021. I had already booked airplane tickets, hotels, car rentals, my family members had planned on going. Needless to say I wasn't happy about that. I mentioned I had seen other people take that much time off, and it hadn't been a problem and I was doing it over a month in advance. She said my situation was "different" because I'm a "low performer" and I have a condition. Maybe I was being too optimistic when I thought she would have more empathy. I do recall her asking me if I knew "how long" it would take when I mentioned that I was trying different meds.... lol. I mentioned that there's usually no timeframe, it can be a long process and that with the way it works I have to stick to a med for about 30 days before my psych can prescribe me a new one. I'm just thinking about leaving now. Which kind of sucks. I'm not willing to cancel and change my plans for this job. Also I haven't been managing my money well the past few months which makes it a bit more stressful. And I just feel so tired of struggling here and telling myself that I'll try to make it work. I've been here 3 years and it's hard for me to think of anything meaningful that I've done here. I'm going to talk to HR next week about this.

Comments

Commenter_2

ID: REDACTED! ~ (o.o) ~ <3, Upvotes: 123

Okay, so believe it or not, but TikTok has a STARTLING amount of tips and tricks for ADHD. There's also HowToADHD on YouTube. DM me if you want direct links to the TikTok accounts

But long and short of it is this: You CAN manage it, and you CAN excel.

(TL;DR at bottom)

ADHD thrives with deadlines. Get them to enforce deadlines. Pomodoro, a work journal, and a todo list. Work journal and small breaks are intended to stop you from tunnelling, and the journal is intended to keep you thinking. Todo list is a given. Deadlines mean you want to succeed, and you'll whip out crazy energy for it. Pomodoro means you have micro deadlines because you're setting task goals for each 25 minutes. If you fail to meet them, make the goals smaller until you reach them MOST times. 100% of the time tells your brain everything is too easy and you don't want that.

If you're not feeling Vyvanse, your dose is not strong enough. Mix it with a bit of caffeine if your short term memory is unaffected by Vyvanse. If that still doesn't work, talk to your doctor about upping your doses or experimenting with diluting (since Vyvanse is the only one that still works when diluted in water, and you can get super precise with your doses).

Another thing for me, I can't handle developing in environments I KNOW are incorrect. It took me 5 days to do 1 task because I was going about it in a way that "seemed right from the info", but felt totally wrong. The second I switched over to the better way, my performance peaked back to normal.

So, apps. Try FocusKeeper and Todoist. Notion for a journal, and Momentum as your new tab page. Focus Keeper for Pomodoro, Todoist for your checklists, and momentum because it is just beautiful and keeps your dopamine levels stimulated

Use Input Mono or Fira Code as your font, and monokai, nord, or Dracula as your theme. The goal is to make it so you have as many clear visual indicators in your code as humanly possible. You want to feel like you're looking at beautiful colours, but the code should "melt into meaning" where you're not focusing on the specific words, but you're focusing on what the blocks of code mean.

Full screen EVERYTHING. I use Linux (KDE), and I have a 3x3 grid to keep everything separated. Windows and Mac also have workspaces, albeit only horizontally. Keep your notifications OFF, and have music playing in the background. I use Viking folk music, hardstyle, cyberpunk, house, metalcore, meditation sounds, binaural beats, or any low-verbal (or other language) music that has a rhythm you can easily detect and flow with.

Use WakaTime to keep track of how much code time you spend, and a time tracker with a tagging system to see where you spend your time (in terms of activities). I use Timeular because I bought the cube and do 9 different things (so only 1 thing, the rarest one, is manual), but Toggl is also pretty alright.

Keep do not disturb on all day, and lock your phone up when you brush your teeth for bed. Sleep heavily impacts your effectiveness, and Vyvanse makes it impossible to tell (for me) if you're tired. Also take Vyvanse the MINUTE you wake up if you can.

Watch out for kind of caffeine. Coffee makes me angry/anxious, earl grey makes me happy and squirrely.

When taking breaks for Pomodoro, stand up and walk around. You want to trade mental stimulation for physical

or you're going to just get tired. Push-ups, walking, squats, whatever the hell you want. Just get your blood flowing, or your brain will slowly deactivate.

As well, be aware that a call in your day very likely will nuke your brain because it's a hard switch to a different region of your brain. This means you need "mode activation rituals", where you go through a set of steps (that feel good) to get you started on specific tasks.

For a call, this means getting up and going to the mirror to talk to yourself. Smiling at yourself, and jiving to music.

For coding, this means making tea, retreating into your mind, and making a plan. Declaring "I need to do this, I need to do that, this is important, and this is less so", then starting by reading your notes from where you left off. Firing up your editor should be what takes you from "Okay let's do this" to a natural programming state.

So: TL;DR:

Use trackers as a measurement of effectiveness, and set goals around them

Make your environment beautiful and free of nudging distractions

Keep music playing so your brain can keep flowing all day

Use deadlines to keep your adrenaline going, both task and Pomodoro deadlines

SLEEP and MOVE! You cannot underestimate the value of both.

Task switching rituals to activate the parts of your brain you need.

Edit:

This exploded a lot more than I expected, and I was worried about posting a flood of links out of fear for it looking like spam, but I've had quite a number of people reach out for the TikTok accounts.

This woman is helpful for understanding how ADHD works, and some memes / jokes she posts is an addition to that understanding

This guy does videos and jokes just like the previous link, but I find his content funnier

This guy is down to earth and easy to follow along with

Quieter guy who posts tips and tricks

This guy studies ADHD professionally and has a theory on it that I found
fascinating

HowToADHD's official TikTok account

These are the big ones I follow

Commenter_3

ID: REDACTED! ~(o.o)~ <3, Upvotes: 25

Not OP but I am a DevOps engineer who's also diagnosed. Calls nuke my brain 100%. And calls when vyvanse kicks in means a hyperfocussed dive into rabbit holes to "solve" problems. I'll try to follow your ritual advice for calls. Thank you!

Commenter_2

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

Oh god DevOps haha. Make sure you have a fiddling device on your desk

Commenter_3

ID: REDACTED! ~(o.o)~ <3, Upvotes: 6

Step 1: remove current fiddling device- plucking mustache hair

Step 2: find my fidget cube thingy

I also ordered a mirror for my desk so that I can catch myself doing ocd/hyperfocus stuff. Hopefully that'll work

Commenter_2

ID: REDACTED! ~(o.o)~ <3, Upvotes: 8

Hyperfocus isn't bad, because you can control it to act like waves. Imagine a sine wave, but the values run between 100 and 80, instead of 100 and 0 (normal ADHD).

Pomodoro breaks mean you are still thinking about the problems, but that you're doing something physical to jog other pieces of your brain and reduce the damaging effects on your productivity of tunnelling. I can't actually use apps, so I have a physical timer

Unknown_User

ID: REDACTED! ~(o.o)~ <3, Upvotes: 13

The ritual thing is huge. The best part is you can sideload your own rituals into existing habits for maximum effect.

Example: have a playlist of music that makes you absolutely want to rock out with your cock out. Music you can't help but jam to. Play this every time you code. After a while, your brain associates the music with coding, and listening to it gets you "in the zone". What's funny is when you've been doing it for a while, throwing on your playlist and headphones, that one day you will put on the headphones but forget to start the music, and it will still work. That's how powerful making these associations can be.

Commenter_4

ID: REDACTED! ~(o.o)~ <3, Upvotes: 8

Misread directions. Got fired for coding with my cock out. ;)

Commenter_5

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

Instructions unclear, inserted headphones into vagina.

Commenter_6

ID: REDACTED! ~(o.o)~ <3, Upvotes: 8

But what if after year's of struggling you stopped caring about deadlines and they no longer hold any sway because.... They never really have

Commenter_2

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

Then you find another way. Nothing is universal, and nothing is a silver bullet. For me, it's the pressure of knowing that my work is obvious. It's knowing that my output is monitored by my peers.

​

Generally, there are 2 kinds of motivation. "Run away" and "run towards". Deadlines are "run away from" for a lot of people because they don't want to miss it, whereas some people interpret it as a challenge to absolutely knock it out of the park within a given time frame. They "run towards" a celebratory execution.

​

ADHD is manageable when you treat a lot of your symptoms like a video game. I don't really care personally about rewards and goodies, but I **do care** about the impact on people, so I focus on motivating myself with that. I seek out environments that go "Hey, you really kicked ass! Great work!" because those ones motivate the hell out of me to want to do it again. Either that or I fall into environments that bring out my defiance, where my "Fuck you, watch me" attitude comes out.

​

So just find your motivating factor. A lot of success with ADHD comes from self-awareness.

Commenter_6

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

Right. Unless you're already broken.

I'm just saying it's way more grey than what you're saying.

There isn't always a way, life doesn't work like that. Life isn't fair.

Commenter_5

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

Man I get that, but it's no use just curling up in a little ball to die.

I had all these people trying to "help" me through most of my adolescence, and the main thing they always tried to do was give me schedules and routines. Which don't work for me. They will never work. Once I learned to build flexibility into my life and developed a shit ton of coping mechanisms that ACTUALLY help me, things got better. I'm sorry you are feeling broken, I've totally been there. TBH I'm there now. But there is a lot of truth to "you have to find what works for you."

I just had my first child in the pandemic. I'm more worn down than I've ever been in my life. I feel like not only am I pouring from an empty cup, I'm trying to fill it with my own blood. I can't think, I can't code. I'm a shell. And your "facing reality" is just kicking the legs out from under me. It doesn't help anyone and it doesn't help you.

I'm grateful for these tips, they are what I need right now. I need to build more structures into my life to handle the increased challenges I'm facing, and stat. I will try a bunch of them, and if they don't work, I'll try something else. I don't have the OPTION of giving up here.

Commenter_2

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1

Why even reply? If it doesn't apply to you, move on. If you wanna be a downer, have at it, but nobody wants to hear "sometimes it's hopeless, give up".

Commenter_6

ID: REDACTED! ~(o.o)~ <3, Upvotes: 4

Actually, I was replying to your reply to my first comment. I found your reply to be dismissive of any experience other than your own.

You worded things in a way that creates shame for people who can't "theres always a way...figure it out... Blah blah fucking blah"

So what if it's easier for you. No adhd is the same. So good for you for being so fucking rad at managing your symptoms but the attitude you replied with was very.... "If I can do it so can you"

So why did I bother commenting? Because what I said is very real.

Sure deadlines are good for adhd people. However, they do lose their potency. Especially if people struggled for a long time and are traumatized from it.

Facing reality is not being a downer.

What's a downer is having to put up with "anything is possible, just do it this way... It's so easy I did it" blah blah blah.

Sometimes shit is really hard. Acknowledging that is not being a downer. It's only a downer if you apply unrealistic standards to yourself and others.

Commenter_2

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

Sometimes people need a little inspiration and removing barriers to entry will help push them that much harder. That was the tone I intended to convey with my responses. "It's not that far away" is what it takes for some people to have hope, to keep trying, and to dive into something that may make them incredibly happy.

You gave up hope, and that makes me feel sad. Please don't actively undermine someone who is attempting to inspire others to try and make their lives better. I'm not certain that was your intention, but that is what I interpreted. I don't really care what specific problems anyone has in their personal life, I just want *everyone* to find a way to manage *all of them* in a way that gives them a fulfilling life regardless of what that looks like.

Life is stressful enough without the pressures of everyone else's

expectations. Apply your own definition of a realistic expectation to yourself. For me, those expectations are stupidly high. For others, they don't have to be, because the goal isn't to reach some "high level" in society. The goal is to live life in a way that makes you feel like your life has been worth it. No matter the circumstances, no matter the environment, and no matter the events. It is **always** worth it to keep trying to make life worth living, even if it's already amazing, and even if it's absolutely dreadful.

That's where I'm coming from, and I'm sorry that you interpreted it in such a way that it sounded like I was dismissing you. I don't subscribe to the idea that everyone needs to be conventionally successful to achieve a fulfilling life, and not knowing that, I probably sound like I'm cutting out experiences like yours.

I interpreted your response as someone who is bitter and attempting to cut down people who are still hopeful and wanting to try. I may be incorrect in that assessment, but that's what I read when I saw your reply. I responded out of frustration because I was projecting my own frustration with someone else who is bitter like that out onto you, instead of acknowledging your difficulties.

Edit:

someone else who was bitter -> someone else who is bitter like that

Commenter_6

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

"Just find a motivating factor" if it was that easy no one would be in this sub.

Shame on you for "just do..." to anyone with adhd

Commenter_5

ID: REDACTED! ~(o.o)~ <3, Upvotes: 2

Hey sorry I was so harsh with you, I hope you get through whatever you are struggling with right now.

Commenter_7

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

Thank you for this post :)

Commenter_2

ID: REDACTED! ~(o.o)~ <3, Upvotes: 6

You're definitely welcome :) These are my tricks I picked up over the years because I was unmedicated and undiagnosed, but absolutely refused to accept the possibility I wouldn't succeed in my passion

Commenter_8

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

You're awesome! Thank you!

OP

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

Thank you so much for the thorough response. I want to check out some of the apps and try some tips that you mentioned next week. Although I have noticed I'll procrastinate doing actual work by looking up productivity apps and tips sometimes on YouTube or something lol.

For my Pomodoro breaks since I WFH, I was watching YouTube for a couple minutes or going to my bedroom where my personal PC is but I've noticed that doing that can be a slippery slope. I've even set a timer for myself when I do this and when the timer goes off I'll just kind of ignore it sometimes and continue to not go back to work especially if it's something that I've been stuck on and don't know what to do.

I've heard that setting deadlines can be great for ADHDers. I've never asked for a hard deadline before. I'm sort of scared to I guess since I feel afraid of what happens if I happen to miss the deadline. There have been times where my manager says something like, "Hey can you try to finish this by Friday, and if you're stuck or something reach out for help?" And I'll say "Ok". But somehow the deadline doesn't feel "real" enough? Or some other issue might occur that causes me to get stuck and then that causes further delays.

I'm not sure where I'm trying to go with this or if I'm coming up with excuses or something lol but yeah thanks for the advice.

Commenter_2

ID: REDACTED! ~(o.o)~ <3, Upvotes: 8

Deadlines feel pretty fake for me too. For me it's role and responsibility that keeps me going, and deadlines just stress me out. Like, at my current role, I am _the reason_ the app is being developed. I have a Jr. Dev to help, but it's all on me to get things done and I know it. It helps me excel, but sometimes gets overwhelming.

Also yeah, don't take breaks and consume information or switch objectives. The goal is to stop consuming info for a bit and start processing, using physical activity to help the process along

Commenter_10

ID: REDACTED! ~(o.o)~ <3, Upvotes: 2

Hmm that's interesting I feel like my experience has been slightly different on Vyvanse. I have noticed if I don't get enough sleep it feels like the Vyvanse isn't doing anything, but on basically any day I can sleep and take naps in the middle of the day with Vyvanse, and it's almost easier for me to nap than ever because I can actually sit still. But it's interesting because while it's easier to nap it's also easier to *not fall asleep* when I'm doing something understimulating and unfocused.

I also don't think I necessarily feel my dose like you're describing on other days when I do get enough sleep, but I definitely agree with both things about caffeine. If I drink it when my Vyvanse is full effect I get anxious and jittery, but I like to supplement caffeine in the morning/evening I feel like it levels out the affects

Commenter_2

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1

Yeah, napping was hard before and now impossible on Vyvanse. I'm also a lot more sensitive to medications than most people, excluding painkillers which I'm significantly less sensitive.

There's also different types of caffeine, and for whatever reason your body responds differently. IIRC caffeine is a family of chemicals, but don't quote me on it

Commenter_11
ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
Beep. Boop. I'm a robot.
Here's a copy of

###Dracula

Was I a good bot? | [info](#) | [More Books](https://old.reddit.com/user/Reddit-Book-Bot/comments/i15x1d/full_list_of_books_and_commands/)

Commenter_12
ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
Good app recommendations

Commenter_13
ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
I think you pretty much covered everything. That is a fantastic list of advice.

Commenter_14
ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
I wish I had money to give you an award, not OP, but this is a very helpful list.

Commenter_15
ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
This is a brilliant reply, thank you for sharing! I'm stealing a bunch of this for my ADD brain.

Commenter_5
ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
Bless you, I needed this today.

Commenter_16
ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
Sorry just saw this post.

Can you elaborate on the wrong environment scenario you mentioned? I wanted to compare with my own experience.

Thanks.

Commenter_17
ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
Damn thank you. 37 year old here, I took a 4 hour test last week and am anxiously awaiting the results next friday, 2/18. Don't want to put the cart before the horse but if it comes back positive, I'm diving into this saved post.

Commenter_18
ID: REDACTED! ~(o.o)~ <3, Upvotes: 14
I'm also in the software engineer world (embedded systems EE), diagnosed at 24. You're not alone in this. I'm figuring it out as I go along haha

Thinking about telling my manager about ADHD. I know he will understand. The thing is I don't know what accommodations I would need/want. My workplace is pretty good as far as headphones, realistic deadlines, etc go.

So maybe I'll list some of the aspects of this workplace that are really helping me succeed with ADHD.

1. Low pressure start times. Morning routine is difficult for me to consistently do. It takes way more effort for me than the average person. I try to start between 9 and 10:30 every day and so far that's been totally OK.
2. Realistic deadlines. If the client needs the project finished in one week, management will explain that to us in clear terms. No obfuscation of details to stress out employees in the hope they'll work faster. For my brain - unnecessary stress makes me work slower, and it's not a choice. I prefer realistic stress than the nebulous unknowns.
3. Quiet work environment/escaping internal noise. I find the more my brain has to filter out background noise, the more frustrating it is to get work done. I like talking to coworkers, but sometimes I need to put on fun music and completely focus.
4. Medicate, of course.
5. Nurture creativity, don't stifle it. I'm sure you've experienced googling a new programming topic and getting lost in stack overflow posts. For our brains, I think the hyperfocus tunnel vision is an important part of learning. Sometimes I can't pick out the couple useful tidbits and ignore the rest. I have to keep reading for a bit. This can be beneficial, as I feel I get a deeper understanding of topics I need to research to do my job. Makes it easier to help coworkers with similar problems later.

This got long. Sorry if it's not digestible enough. TLDR for your sake and mine I thought about what things I value in a work environment for managing ADHD and thriving.

Commenter_6

ID: REDACTED! ~(o.o)~ <3, Upvotes: 6

I found over head lighting really over stimulates me

Commenter_19

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

32 fellow coder monkey engineer.

I was diagnosed this year, so I haven't tried DevOps on meds. A few years ago I did, and it was HELL.

Time sensitive stuff, all eyes on you, constant ask for updates. At the same time you're supposed to design, implement and deploy your stuff.

I wouldn't try that again, but I wasn't on meds so who knows...

If I disclosed, I'd ask to WFH (I work in a room, shut the door and windows). Or I'd ask for a closed office.

OP

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

Thanks for the response. I've heard DevOps can be awesome or complete hell (like what you experienced). The reason I thought DevOps might be an option for me at my current company is that from what I can tell the DevOps engineers seem really smart, talented, calm, and collected. A few of them have been at this company for quite a few years which I thought was a good sign that they're happy here. These are just my assumptions though, I've never really worked with them closely. My manager has suggested I could do some cross-team work, like work with them for a week or two to see if I'd like it at some point in the future. I just want to be in a place where I can sit down and actually get in the

zone.

I already WFH. My company has stated that once quarantine is over that working at the office is going to be optional. I was thinking I'd do 2-3 days WFH throughout the week but I'm not 100% sure yet. A part of me felt like when I'm in the office, because it's an open office and it feels like eyes are on me I'd be less tempted to dick around and take breaks that are way too long.

Another part of me feels like I shouldn't have to rely on feeling like people are watching me and that I could eventually develop good habits that prevent me from getting distracted/overwhelmed that leads me to procrastinating.

Commenter_2

ID: REDACTED! ~(o.o)~ <3, Upvotes: 8

Mixing it up is also a good way to keep your brain stimulated and "fresh". Alternating WFH and office is a spectacular way to keep your brain thinking "Oh yay I'm moving!", which is what you want

Commenter_20

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

Fellow ADHD coder. Was wondering the same thing OP!

Sending you tons of positive vibes. Also congratulations on staying here for 5 years!

Commenter_21

ID: REDACTED! ~(o.o)~ <3, Upvotes: 4

are you me lol

OP

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

Lol. Yeah that's the same reaction I had when I realized that I probably had ADHD and started reading people's stories on /r/ADHD for the first time. At the time I just thought ADHD meant people were hyperactive and got distracted easily. Had no idea they had issues with job loss and when I found that out I was like "Holy shit..."

Commenter_22

ID: REDACTED! ~(o.o)~ <3, Upvotes: 6

> She'd assign me to less time-sensitive work.

Just want to point out that this may bite you in the ass. No deadline means no urgency. The more time you have for a task, the harder it is to get started.

You should actually request the opposite of that from your manager. Ask her to break the task down so you have something smaller to start, with a shorter deadline. Usually when you get started, the rest falls into place easily.

Of course, only ask for such things that are actual problems. You don't want to be micromanaged, just kickstarted sometimes.

Commenter_23

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

I'm in a similar situation. Got diagnosed right when Corona hit, told my boss immediately. I'm taking vyvanse, and it's been helping me a lot with focus, but all the bad habits were still there.

This entire time by boss and I have been working together to build new habits. When we're talking about the

upcoming week we list everything that needs to get done, in order of importance. For the first few months we discussed which tasks are more important, and which ones are less important but quick enough to get done sooner. We ordered the list by order of operation as well. With time and practice I learned to do that myself.

You see, we can do the work. It's everything around it that's difficult, but you can ask your boss for assistance to learn useful habits.

Commenter_24

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

I wish I had energy to read this post.

I think I'm in a very similar situation in general but instead I told everyone in my interviews and I'm starting my next job next week where they already aware of my ADHD and Dyslexia and they are very familiar with them.

My last strategy didn't work where I just shared with HR and management. My manager was keep asking if any of the suggestions helped me that the doctor suggested?! What a moron! He was supposed to actively help me not just wait for me to implement some magic that fixes my environment.

Anyway, just wanted to tell you that It's sometimes not the best to be the first one who teaches the management about neuro-diversity or personality types. It can take half a decade for them to actually understand us. But not all of them wants to do that.

Commenter_25

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1

Hey. So if a stimulant gives you bad side effects, try intuniv, which is long-acting guanfacine. It improves emotional regulation symptoms of ADHD, reduces blood pressure and heart rate.

Long story short, the emotional symptoms of ADHD are reduced, the side effects of stimulants related to your heart, appetite, sweating, anxiety, insomnia, etc etc, are reduced or entirely gone.

Personally I find Vyvanse the best, but maybe your dose is too low. If an increase in dose makes it less subtle but comes with side effects, take Intuniv too. Finally, take 1 or 2 weekend days off, to reduce tolerance. Make sure you sleep enough, eat protein, have nutrients, drink enough water.. Otherwise it won't work as well. If you can, exercise before taking it. I just find it clears my mind more and it works better (isn't stronger, just.. More effective? Hard to explain) so it might help you too.