

title: **If your company wanted to improve conditions for neurodivergent developers, would you disclose your ADHD?**
num_comments: 8
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Post Text

Hi! This is something of a follow-on from [my previous post about how managers can improve experiences for developers with ADHD](https://www.reddit.com/r/ADHD_Programmers/comments/ubk92h/how_can_managers_help_to_port_engineers_with/). Consider a situation where your company (or any tech company you have worked for) wanted to make an active effort to improve conditions and accommodations for developers with ADHD. They consider that one of the most effective ways for them to get insights into what they could do would be to consult and work with their existing ADHD staff. Would you feel comfortable disclosing your ADHD to your company in such a situation? Further elaboration in the comments would be extra helpful! [View Poll](https://www.reddit.com/poll/ucjiep)

Comments

Commenter_2

ID: REDACTED! ~(o.o)~ <3, Upvotes: 7

TL;DR - I wouldn't disclose it, as I've done it in the past and it didn't work out that well.

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Sadly, I don't open up to people as much anymore while at work. I've found disclosing my ADHD generally hurts me more in the long run with employers and coworkers. There has only been one coworker who understood what it meant and it's because he had it too.

A lot of the time I feel people at work have viewed it as either (1) end of a spectrum or the other. They either thought it was made-up and an excuse, or they acted like I was a problem and had to be handled with care.

One thing that works for me, and I feel might work others when it comes to work and a job. Give us meaningful work, something that we do thrive in and really enjoy. I'm an engineer/autocad detailer and absolutely love to problem solve and 3d model. I also love to CNC program and really excel at it. Where it will take someone a day to release (1) thing, I usually have 2-2.5 done in a day. I have a system and just muscle through it all, because it's fun and meaningful to me. I hyperfocus on it and get what needs to be done, and I have a lot of fun doing it.

Commenter_3

ID: REDACTED! ~(o.o)~ <3, Upvotes: 7

Nice try, Boss.

OP

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

I'll catch you one day, employee! *shakes fist angrily*

Commenter_5

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

I would disclose it (and am pretty open about it), but that's because my work is already so good about accommodating needs. If they weren't already so good, I don't know if I'd feel comfortable disclosing, even if it was hopefully to make things better, in case it didn't.

Commenter_6

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

Truth be told, there are a ton of developers with ADD/ADHD. (Most probably won't ever get diagnosed for numerous reasons). Yes it can make some things difficult, like paying attention in meetings , but I view it as almost a super power when I get into the zone.

If you have ADD/ADHD and have a diagnosis, it may be helpful to have that on file with HR to protect you from bosses/coworkers that don't understand what it means and how it can effect your behavior. Obviously there are limits, but I'm long past viewing it as something that's "bad". It's really not good or bad, in that some things are amplified and other things, not so much.

It's obviously up to you to decide to disclose it or not, but I've always been upfront with my bosses and coworkers. If you are performing (and you aren't an **ahole**), **then there shouldn't be any issues. If there** are issues, then a pre-emptive meeting with HR about your ADD would be advisable.

Commenter_7

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

If you already have the job and perform well I don't see any reason not to disclose it.

OP

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

Do you worry about being treated differently by your colleagues? I could imagine someone also saying "If you already have the job and perform well I don't see any reason *you should* disclose it," and I'm wondering why you feel the opposite.

Commenter_7

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

The context was that the workplace is looking to become a more inclusive environment. It could be a great help to other employees even if you perform well. A better team is good for business and so it's good for you.