

title: **Struggling with ADHD and DSPS, any advice?**

id: w9wpha

url: [here](https://www.reddit.com/r/ADHD_Programmers/comments/w9wpha/struggling_with_adhd_and_dsps_any_advice/): https://www.reddit.com/r/ADHD_Programmers/comments/w9wpha/struggling_with_adhd_and_dsps_any_advice/

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Post Text

I have been working full-time since I got out of high school in 2012. I managed to get a computer engineering degree and graduate at the top of my class by some miracle after graduating high school with a 2.3 GPA. I have been working professionally in my field since 2015 so depending on who you ask I have about 5-7 YOE. Unfortunately as I have been getting older my DSPS and ADHD symptoms have been getting worse and I am no longer able to maintain a regular schedule. I used to be able to power through when my sleep schedule would get bad but now I am unable to physically wake up and I end up sleeping through my alarms. This has caused a great deal of turmoil in my career and I am not sure how to handle it going forward. I have always had symptoms of ADHD and DSPS but have only recently gotten diagnosed with both of them since they got worse. I used to be able to conduct myself in a manner which did not present these conditions so up until this point I have had a great career. As of right now I am unemployed and I am looking for my next opportunity, so my question is how to best handle employment when I can no longer focus and maintain a sleeping schedule as I used to? I cannot consistently wake up and it seems that it isn't possible for me to get an accommodation for such a condition since I have no idea when I will wake up and be available some days so employers do not find that acceptable. Is my career over? I have no idea what to do since getting a night position won't pay anything like I had been making and I don't even know if those sorts of positions exist even. I am depressed since I am very passionate about my field and I have been working extremely hard to be successful despite my conditions, however, I have been failing as of recently. Are accommodations possible to get for ADHD and DSPS at some companies? How do I ask about getting them in the application process without making it seem like I am broken? I am losing hope of being successful in my career and in life if I am not able to figure something out soon

Comments

Commenter_2

ID: ihxjrj8d, Upvotes: 1

You said you only recently got diagnosed - what sort of treatment plan do you have? Are you taking meds? Are you seeing a therapist? What sort of structures are you putting in place to help address your weaknesses?

For me, getting to sleep at a reasonable time is dependent on a few things:

- * Getting enough stimulation through out the day. Stimulant meds or exercise both help a lot with this, with exercise being more useful than meds for this imo, but both together are the most effective.
- * Practising good sleep hygiene. This one takes some practice and time to be effective, but is a huge help in the long run. This is things like not using your bedroom for things other than sleep or sex, not using electronic devices late in the evening, things like that. There are plenty of resources for this if you google for it.

With regardless to your work and your career, flexible working hours are becoming more common and it's not unreasonable to ask for a flexible working hours as an accommodation for your disability. It may restrict the number of jobs available to you, but it's certainly not a career killer.

OP

ID: ihxv5p9, Upvotes: 1

I am taking Concerta at 54mg for ADHD as of a few months ago. That was my most recent diagnosis and I

have been diagnosed with DSPS for a couple years longer. For the DSPS symptoms I take melatonin nightly and try to stick to a very rigid sleeping schedule of trying to sleep before 12am. I also utilize light therapy in the morning, but I almost always end up relapsing to an irregular sleeping schedule after some time. This is especially true if I am stressed during that time period.

I have been seeing a therapist as well but due to being unemployed I won't be able to see one after the end of this month since I won't be able to afford it without health coverage.

I do exercise regularly and it does help with sleep, but as I said its not possible for me to maintain a regular schedule constantly due to DSPS. I haven't been able to find an employer with flexible hours in the way that I would need since daily standup is usually in the early morning and I cannot consistently attend without making my schedule even more chaotic.

How much flexibility can I reasonably ask for? I have about a three hour delay in my sleep phase typically and it seems that most employers cannot accommodate that due to stand up and other meetings in the morning. If I force myself to wake up earlier then there will be a day where I will end up sleeping in all day till 2pm or so since I cannot maintain that schedule.

Commenter_2

ID: ihyb2pp, Upvotes: 2

It sounds like you're doing your best to get the treatment you need, and I'm glad to hear it. Things can take time to improve, but as long as you keeping accessing help and support, things will trend in the right direction.

Missing stand-ups is not the end of the world. In many places I've worked, we very specifically decided not to do in person stand-ups, and instead do an asynchronous stand up by putting the relevant info into a chat channel when we start work, tagging someone if we have blockers that we need to address. Not all work places will have these rigid meeting schedules, many work places hire remote workers, sometimes from different time zones, and they make it work for them. There are workplaces that will work for you, it's just going to be a bit harder to find them.

You have a disability that prevents you from having regulated sleep schedules. It is absolutely reasonable to ask for as flexible work hours as you need to accommodate that. Many employers will ask unreasonable things of you, but it's not your fault and you deserve to have the accommodations you need. Nothing about having irregular work hours needs to disrupt your ability to perform your job - only unreasonable asks from an employer to stick to strict schedules. Meetings can be shifted, and we could all do with less meetings and better more focussed communications.