

title: **Engineering manager role for someone with a lot of ADHD symptoms?**

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Post Text

TLDR - anyone here with ADHD and in a management role? how do you manage yourself and a team? what are your go-to tips and tricks? I haven't been officially diagnosed, but have struggled with inattentiveness, over-active imagination and procrastination ever since I can remember. I always wondered how people got things done, like what was the secret sauce to the kind of motivation required to "do things". I was always a smart kid and was sort of channeled through the education system in a sort of haze. I was never the best in class but did ok for the most part. At work as a software engineer, the lack of structure made me procrastinate until the very last minute. I have missed deadlines and delivered really shoddy work that I am not proud of. I was resigned to this level of success in my career like at my work - I will continue ok stuff and stay at my level, while never getting any rewards or bonus or anything. I wanted it, but it just wasn't for me. I happened upon How to ADHD videos on youtube while I was procrastinating on how not to procrastinate videos. While none of the other suggestions worked, the techniques suggested on How to ADHD, actually worked! So I continued to watch the videos and started identifying with a lot more of the symptoms mostly on the inattentive side of things. For example, I enjoy reading fiction, but I routinely skip large chunks of text and skip to the end. When faced with a large body of text, my eyes just glaze over. I only read the headings and skim over the rest. Or just not read at all. I have similar issues in my personal life, but that's a story for another day... I read up on ADHD in adults and quite a few of the techniques helped me - like time chunking, breaking things down and visualizing the steps. Now, due to some changes in the organization, I became the leader of a small team (last person standing when everyone else quit. I probably should've quit, but I couldn't go through the work required to interview) In a twist of fate, I actually enjoyed leading the team. I never felt as passionate about delivering results as when I have been made the owner/lead for the project. My team has been really helpful in helping me succeed as well and smoothed over the things that I struggle with, like focusing on details. I was good at working with other teams and the constant distractions coming in. Since I took the brunt of distractions, my team was able to focus and deliver. Now I actually want to be the engineering manager. I have ambition again! But having read up on all the things required of an engineering manager, I don't know if I'll be good at while also trying to overcome my other issues with inattentiveness. Some of the smaller tasks related to being an engineering manager already seem like giant mountains to me. I don't think I can reduce my expectations and go back to being a subpar/mediocre software engineer. I felt pretty dead inside when I was doing that. But if I continue to try to be a manager, my failure seems worse, because I will not only be ruining my career but might ruin my whole team's career. So, has anyone here been in a similar situation? What did you do? What techniques did you use to move ahead in your career?

Comments

Commenter_2

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I've noticed that the best managers do a lot of asking and listening. They don't act worried about looking bad or acting like they should know things already. They also tend to have healthy boundaries. I think if you're willing to do those things, that will go a long way. Plus you can use any self-organization strategies that help you to help organize others, too.

And if you can, find someone who is willing to mentor you...meeting with a mentor for coffee to chat and check in can be enough to feel supported vs. figuring it all out on your own. But a good mentor can be hard to find.