

title: **Did you tell your employer?**

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#### #### Post Text ####

Hi r/ADHD\_Programmers I'm one of you guys now! I got officially diagnosed last week after being told a couple times by different psychs that ADHD doesn't exist or is not a thing, or adults don't have it, etc... Either way, the question looming over me is: Should I tell my employer? As well as, Should I tell my future employers during the interview process? Did you tell your employer? What was their reaction? What was your colleagues' reaction? Did you receive special treatment and help? Did you get stigmatized? I'm mostly looking for your personal experiences on this, so anything helps! I work for a small (10 people) software development outsourcing company, and I've worked here for 2 months now I know this probably varies by country, so I'm gonna go ahead and say that I'm based in Eastern Europe and ADHD is not considered a disability in my country (or at least I didn't find any legal information on it). There's a lot of stigma and genuine lack of information in my country around ADHD (and honestly most all psychiatric diseases) so that's what I'm really afraid of. On the flip side, I feel like saying it is the right thing to do, and probably the legal thing to do. I've gone undiagnosed until now as I did well in school and university because even though I would waste 7 hours out of 8, in the last 1 hour I could hyperfixate powered by anxiety and get the work done. I basically glided like that throughout all my education. And I kinda do that at work too, but I certainly pull my weight no problem. I'm currently untreated (as I am writing this post during my work hours) but I will start with medication soon and psychotherapy.

#### #### Comments ####

##### Commenter\_2

ID: REDACTED! ~(o.o)~ <3, Upvotes: 5

In the US, I do, not required.

If your country doesn't really recognize is, IANAL, but it doesn't seem that there would be any legal precedent to actually inform your employer.

I tell my coworkers, employer, etc because I am comfortable enough to just, change jobs if it becomes toxic or employer makes it uncomfortable. But on a personal level, I am allowing my coworkers to check me on digressions, focus, and squirrel problems by raising it to their awareness. So, we as a team get to benefit from the information and when necessary, use it to go down a debug path to rubber ducky solutions quickly. That dynamic doesn't always work well and you should 'take stock of the room' before making others uncomfortable or introducing a very personal and not necessary fact about ourself to others that may directly affect your working experience.

##### Commenter\_3

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

Hi software engineering manager here in the USA, very recently diagnosed. I'm pretty open about everything (EVERYTHING), but in hindsight that may just be a mechanism of my never wanting to manage two separate realities. I always overshare the truth to level-set all future expectations (which kinda makes me the underdog cause I show all my cards when the hand starts), and to never get caught in a falsehood I spun. It hasn't done me any favors, other than sparing me the embarrassment of getting caught in a lie (which would be devastating.. I may need to talk to someone about that realization).

I'm a people pleaser to an excruciating extent. I want to work on that, and my not telling anyone at my office might be a step towards undoing some of those long baked in responses/go-to's. I hate that people used to say how well behaved I was. I read somewhere recently that someone translated that to adult speak as

"you're easy to manage." I don't want to be easy, I want to be different, interesting, compelling, creative, unconfined.." I bring all that up only because I feel like I was quickly reinforced or sterilized at a young age by what I can only describe as rejection trauma (something I'm still just learning about with ADHD).

So in a way, I'm figuring out at the same time as you are what you're asking about now. "Do I tell folks?" I would like to believe I've been in this industry long enough to have worked out what works and doesn't work for me, but I have a three year itch that I can't seem to break. I'm hoping a better understanding of how my brain works, in concert with ADHD medication, will help me break that cycle.

All that to say, the reasons why I don't want to tell my employer are very personal and not based in any sense of legal requirements of informing my work of my condition. As a matter of fact, (IANAL) disclosing that kind of stuff is an HR minefield, and I certainly wouldn't bring it up in an interview. If you can manage your ADHD, then what does it matter to your company? If you REQUIRE ADHD meds that whack you out of your gourd so much that you can't work properly, then you may actually have a real disability, and you should look into long term disability. Not sure how likely that is. Just wanted to share my thoughts cause I found this subreddit today and was diagnosed last week.

##### Unknown\_User

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

##### Commenter\_3

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

I'm just happy my thought process brought me back to the point eventually