title: **Which ADHD accommodations should I request?**
num_comments: 10
num_up_votes: 8
upvote_ratio: 0.9

Post Text

I have to hand in my form tomorrow for work. I have my psychiatrist and therapist support. They asked me about some of the issues that I'm having at work with ADHD but I'm having a hard time coming up with requests to make. Working from home has been really hard because I'm used to going into the office and being free of distraction

Comments

Commenter_2
ID: REDACTED! ~(o.o)~ <3, Upvotes: 21
I don't think I will ever tell anyone that I work with that I have adhd or ask for any accommodations at work for adhd. Because people are assholes. What I would do is try and ask for accommodations without asking for them. Tell coworkers/bosses to email me when they need something instead of just telling me so I can refer back to requests to make sure I'm not missing anything. If there is going to be a meeting I wanna know what we are talking about before hand so I have time to think about what we are covering and be prepared to provide meaningful insight/feedback if possible. Because if we are just having a meeting with no real clear agenda and you say hey poopyballs what do you think...you aren't going to get much out of me because I need to have some time to think and sift through the random information I've collected to find the useful information you've requested. That messy stack of papers on my desk that's covered with sticky notes and overflowing out of my drawer is a tiny sneak peak into the mess of my brain.

Just these little things have been a big help and all you are really doing is asking your manager to be a manager and coworkers/colleagues to be professional imo.

Unknown_User
ID: REDACTED! ~(o.o)~ <3, Upvotes: 4
I am sooo happy that I am not the only one who think thjs way. I get hate for saying this all the time. thank you for speaking your mind.

Commenter_3
ID: REDACTED! ~(o.o)~ <3, Upvotes: 7
I'm about to start a new job and these are some of the things I am considering asking for:

* Clear work goals with specific and tangible success criteria
* Early and frequent deadlines to allow for inevitably missing deadlines without actually ruining work projects
* Regular check in with manager
* Flexibility with work hours to allow for varying levels of executive function + working better at night
* Taking the work hours thing further (if possible) working on an output basis instead of quantity of hours (meaning getting paid for full-time work regardless of number of hours worked if output is sufficient)
* Using emails or instant messages instead of meetings wherever possible
* Help breaking down goals into smaller steps to mitigate "I don't know where to start" paralysis
* Written statement from manager declaring that they prefer you to come to them if you get stuck than try to struggle through yourself (after your own genuine problem-solving attempt)

I'm pretty good at handling distraction when working from home if I have frequent deadlines because I hyperfocus on work (sometimes flow, sometimes perseveration). Something you could try is finding a focus

buddy in your team (or could even be a friend working am entirely different job) where you set up games/competitions/accountability to stay focused. I used to do that for novel writing and the competition aspect especially worked well for me.

Unknown_User
ID: REDACTED! ~(o.o)~ <3, Upvotes: 3
you are asking to be micro managed and you are requesting communication handle /control explicitly. #1 you wouldn't enjoy. #2 NT wouldn't enjoy. it can be a difficult work culture for you and your manager and team mates.

they will have to pay special attention and NT hate doing that. sorry man. hate me for it and I would understand. that's just my observation in tech for last 12 years or so

Commenter_3
ID: REDACTED! ~(o.o)~ <3, Upvotes: 3
Of course I won't hate you for having a different opinion and experience to mine

I understand that what works for people is going to be different, which is why I listed the things that I am planning to do instead of telling OP to do them. I happen to know that the things I've listed work for me because I have had workplaces in the past that implemented some or all of these adjustments.

To respond to your specific comments, #1 works very, very well for me and is quite a common technique suggested for people with ADHD (by people with ADHD, not NTs). #2 can and has been done by my managers in the past.

I saw you also commented that you wouldn't tell an employer because you'd then be singled out, and I get that. I've been there too. My current combination of country (Australia) and workplace-to-be (govt) means that I can be pretty confident I won't be experiencing discrimination for this and I know from experience that I'm much happier in a workplace that recognises and works with my ADHD rather than me having to mask non-stop. However, I know that's frequently not the case and I don't pretend to think that people can be open about their ADHD in every workplace. In this case since OP was specifically asking for ideas for accommodation rather than advice on whether to bring it up, I focused just on providing ideas.

Commenter_4
ID: REDACTED! ~(o.o)~ <3, Upvotes: 2
The accommodation I have for my ADHD is actually that I am allowed to go to the office despite everyone else being required to WFH (minus the most essential staff). Ask for that. The worst they'll say is that it's unreasonable and decline it.

Commenter_5
ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
don't ask will be my suggestion. they will single you out.

OP
ID: REDACTED! ~(o.o)~ <3, Upvotes: 2
What makes you say that?

Commenter_5
ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
following two threads cover most of thoughts

https://www.reddit.com/r/ADHD_Programmers/comments/pmsqmf/comment/hckgk62/

https://www.reddit.com/r/ADHD_Programmers/comments/pmsqmf/comment/htii77o/

Commenter_7
ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
For me it's a desk that faces a wall, preferably with some kind of divider next to me.

Any kind of distraction in my visual field completely ruins my ability to work.