

title: **Just lost my job**

id: q5pt1l

url: [here](https://www.reddit.com/r/ADHD_Programmers/comments/q5pt1l/just_lost_my_job/): https://www.reddit.com/r/ADHD_Programmers/comments/q5pt1l/just_lost_my_job/

num_comments: 40

num_up_votes: 145

upvote_ratio: 0.99

Post Text

So I'm a 33y old php developer with more than 10y in the field, and like 15 companies in most of them it was just projects of short duration. And now I got fired, and mainly because of adhd. The company was messy the code was something so messy that 90% of the work was fixing bugs that the 10% of the work creating features create in unrelated parts of the code. The organization pipeline was a mess, I had a shared excel sheet with my daily tasks (without deadline so I can take multiple days in my daily) The tasks description was in another platform called airtable. The free test servers were in another sheet. And when I did a task I never knew when it was really OK, it was not uncommon receive weeks later a mail with the points that didn't pass the manual test and sometimes with more bugs that they found while testing that had nothing in common with the bug of the task. So I tried to change the company, teach them webpack and composer, try to make them change to jira or something similar to have all info in one place, I got applauses but nothing changed. And then my motivation started to disappear till the point I wasn't able to do a single task in a whole week. Feeling this I had a chat with the cto about my adhd and things that could help me be productive again. A week later she called me that the company didn't have time to expend in me to make me productive, that I should get other company where I feel motivated I know that my lack of productivity could result in being fired. But pisses me off because I just got out there and told them Im having this problem and this ideas to solve it and that prickers didn't appreciate the fact of someone trying to put more effort to make it work Just a rant

Comments

Unknown_User

ID: hg7a94i, Upvotes: 119

bro. you are a good dev. you really are. you cared and did d your best. it's better than many dev I know does.

I would never tell anyone at work about my adhd. I fear what happen to you.

feel better man. I van tell you that it wasn't ahdh that got you fired. it's the stupid cto who faikd to see straight. can you sue?

OP

ID: hg7bc5x, Upvotes: 18

in a situation without adhd.

you as a cto see an employee that even started very strong but then got the productivity to none, i think that in this situation if i was a neurotypical i had no excuse.

But in one point u are right, it was not my adhd who got me fired, my adhd just told me that the company was no the right for my needs making me unmotivated, but my ego just got attached and ignored that.

Now is just going back to job hunting, and i kinda love job hunting, probably its an adhd thing, the thrill for the new.

And for bonus points, the week prior to being fired i took that week off in hopes of using the week to do the late tasks, the plan was even use meds to be able to do it. But i still got no motivation, and the doctor was in holidays, so my meds only arrive yesterday.

If i was able to do the late tasks in that holiday week to be fired as soon as the holiday ended that yes would make me very pissed

Commenter_3

ID: hg7fabk, Upvotes: 24

The company was a shitty company, I think even NTs would feel unmotivated and leave after seeing that no one actually cares about improving processes in the company. Good luck with your job hunt, hopefully you'll find something with better work environment.

Unknown_User

ID: hg86e8x, Upvotes: 8

it does sound like a shitty company. specially with messy code base and lack of structure.

and as a dev if you have access directly to CTO I assume he is calling the shots. lack of JIRA or other ticketing system (excel for tracking) , it sounds like a early startup place .

probably a high turn over place.

I am glad you got out.

Commenter_4

ID: hg895dw, Upvotes: 8

Depending on where you are in the world there are rules against firing you for a disability. Did they know you have ADHD? Also, did they coach you?

OP

ID: hg8ehjb, Upvotes: 7

i don't know how rules works in your place.

They can just fire whatever they want, they just need to send you the formal rescission that by law have to be one or two moths (depending on how much time you were working there) prior (usually to avoid security issues they just send u home and pay the next month while u do nothing.

And there's another thing they have to pay to the old employees, by law if you fire someone without reason u have to pay them the value of one month for each year they work there.

According to them the reason they asked me to leave was that my skills are better for other type of environment and not a fast paced with constant interruptions to solve bugs with more priority

Commenter_4

ID: hglwipx, Upvotes: 2

If you disclosed to them that you have ADHD and they fired you because the environment was not a fit that is an issue. YOU are not at fault here, I want you to know that ADHD IS a mental illness and it's hard. I agree that you might thrive at another

workplace, but they could have done their part and coached and guided you.

In any case, I am sorry for the job loss. I want you to know that some other workplace will appreciate your creativity and

Unknown_User

ID: hguboi6, Upvotes: 1

ADHD isn't really an illness. Our brains are just built differently from the average person.

Commenter_5

ID: hg8q4x4, Upvotes: 6

I'm gonna agree with a lot of the people in this thread that, while ADHD may have exacerbated your situation, *anyone* would be frustrated and demoralized by that situation. The process sucked so you bent over backwards to provide solutions that would improve the process. Those solutions were lauded but ignored so the bad process stayed bad. Maybe an NT person would have been able to fake it and plug away a little longer in that situation, but I can't see anyone still being motivated to produce quality work after that.

Commenter_6

ID: hgc1wiw, Upvotes: 0

>bro. you are a good dev. you really are.

Objectively speaking, he is not. If he was, he wouldn't have been fired. Clearly the other programmers at his job are better (assuming the company isn't about to go bankrupt).

Pretending there is no elephant in the room will not make the elephant go away.

Unknown_User

ID: hgc7lkp, Upvotes: 7

objectively speaking, the company is using excel to track task. failing to improve product quality or developer experience. the CTO running the dev work?! I don't know where you work, but In my book a company does not have to go belly up to be a bad company. it just has to have bad practices and leadership. which it does. this company sounds like an Indian IT team for a sweat shop.

objectively speaking, the individual provided solutions for existing problems that has proven track record. so I would say he did his job well.

your measuring stick is off when you talk about other engineers making a living there. there are other rolling in shit does not mean you have to join them . if you try to do something better, and they don't response, you should leave. Rollin in the same shit is what makes bad software. be part of the solution and what not.

in any case, I think he did what any regular/good engineer and human would do, he tried to improve the process and he failed, him losing job had more to do with the company culture then ADHD or his ability to work.

the elephant, in the room really is how, as a developer, you failed to notice all the red burning flags from that company. I don't know where you work, but thinking that it's a place for regular engineers to work is just absurd. I hope you don't find yourself in his shoes as you can't see the elephants when you are applying for jobs. lol

Commenter_7

ID: hg7ceqb, Upvotes: 59

The problem was not ADHD, the problem was that company is a mess and ANYBODY would get demotivated there.

OP

ID: hg8esrp, Upvotes: 9

i still get mixed feelings, i love the idea and the product they were building.

But all that mess inside, and in all areas, in the code and in the management

I feel that it doesn't gonna take much time for them to crumble

Commenter_7

ID: hgbouqh, Upvotes: 2

It might still take them years, and you can't help people who don't want to be helped. I've been in that situation too.

​

This is like an abusive ex breaking up with you: be glad you got out in time. Even if you still have feelings.

Unknown_User

ID: hg7ta4l, Upvotes: 32

[deleted]

Commenter_8

ID: hg83r12, Upvotes: 7

This is the correct answer

Commenter_4

ID: hg89728, Upvotes: 3

THIS, SO MUCH THIS.

Commenter_9

ID: hgbjuvb, Upvotes: 1

OP should speak with a lawyer. OP also ask Abbott and research possible ramifications of a suit, whether successful or not. They can show up in background checks if someone has sued an employer, and make it difficult to find employment in the future. The outcome of a suit might not be worth it to OP.

At least with programming there are a lot of non traditional avenues to find work.

Commenter_10

ID: hgbz4zc, Upvotes: 1

Came here to say this

Commenter_11

ID: hgbz5ir, Upvotes: 1

I was perusing reddit one summer's day, when I stumbled upon this thread.

Upon viewing it, a thought popped into my head!

"What better way, I do say, to let the people know... I've read this thread with care, no dread!"

A beautiful thought soon flowed...

"I'll tell the people, in my own words, I agree with them oh so much."
No, no, that's too wordy, a comment that long, they won't touch.
"Aha!" I screamed, directly at my phone.
"I'll comment something simpler, something users could really hone!"

My fingers flew, my mind a blur, every emotion bliss.
I finally found my comment,

"Came here to say this."

^I'm ^a ^bot ^and ^this ^message ^was ^sent ^automatically

Commenter_10
ID: hgf39ij, Upvotes: 1
Bad bot

Commenter_12
ID: hg7njae, Upvotes: 10
They made you a scapegoat for their problems. You deserve a better company.

Commenter_13
ID: hg7js2l, Upvotes: 5
Curious how it went down?...

Did they officially fire you, like from their end?

Or was it more the usual "we're asking you to leave" thing?

...and if so, how was the end date figured out?

Commenter_14
ID: hg827zr, Upvotes: 4
The bandaid was ripped off. Find a company with better structure. Agile/Jira (by managers who know how to wield it, not bandwagoners) is actually great for ADHD, it gives you short turnarounds with discrete tasks.

Commenter_15
ID: hg99oy6, Upvotes: 5
Don't be too hard on yourself. Some IT departments are beyond salvation. Best practices for coding exist for a reason. Agile, test driven development, automated build /deploy, continuous integration. Structure and automation are your friend.

Look for a gig where they have solid engineering discipline. You need clearly defined requirements and fast closed loop feedback (unit tests, integration tests, acceptance testing).

You might also consider upgrading your skill set. I've never coded in PHP but I have re-written several PHP systems which were unmaintainable. Continual learning is part of the field.

Source: me 40 years of coding with ADD. Sometimes laser focus can be a super power but it frequently pissed off my family.

OP
ID: hg9lfvo, Upvotes: 2
the use of the composer on that project was something out of this world, it was the true meaning of

badcode.

Let's say they wanted to import 3 packages x,y,z

What they do:

copy x to chosen plugin dir

run composer install inside x

from them code call the autoloader inside x

copy y to chosen plugin dir

run composer install inside x from them code call the autoloader inside x

copy z to chosen plugin dir

run composer install inside x from them code call the autoloader inside x

​

And then the tree would be something like this

x

vendor

dep1

dep2

yvendordep1dep2

zvendordep1dep2

​

And then my adhd mind had to find some usefullness in this and here it is:

- * Each package runs in his own sandbox
- * Usefull if the X package depends on dep1.0 and dep2.0 but Y package on dep1.5 and dep2.5
- * Either ways is the worst use of composer that i saw in ma life

​

here:

https://www.reddit.com/r/badcode/comments/q6400p/not_really_bad_code_but_a_strange_way_to_use/

Commenter_15

ID: hgaofov, Upvotes: 2

You are still early in your career. Find a team with better talent and strive to rise to that

level. You will probably learn and discard several development stacks in the next 20 - 30 years.

Commenter_13

ID: hg7jt64, Upvotes: 3

On the bright side:

At least you're not staying in the shitty job, because it's unlikely anything would improve anyway.

I guess this is kinda like "ripping the band-aid off".

Obviously has its own immediate risks, but maybe for the best long term?

Commenter_16

ID: hg9bx9q, Upvotes: 4

What do programmers call getting fired? Vacation and a pay bump!

Grind leetcode, you'll find a new gig in no time :)

OP

ID: hg9dry6, Upvotes: 3

I'm already playing hard to catch and acting like I'm the last cookie in the jar to the recruiters.

But yeah it was a big company it's just one less get another.

But in one with "startup feeling" I expected that the "grow together" was more strong.

And they didn't even know what they are losing, most of my projects my managers have to slow me down because I can't finish in one day what they are billing for 5 days.

Unknown_User

ID: hg7l028, Upvotes: 13

IME, never tell a company you have ADHD unless it's a rather large company (think Google, IBM, etc) that can provide you with resources to accommodate you. If I was a manager and my employee told me that he had a disability that could make them a liability (it can/does), I might be hesitant to want to keep them on. If I never knew about it, I probably wouldn't care: just knowing is enough, sometimes.

The company I work for offers solutions like maybe a cubicle further away from people, a larger monitor to help maintain focus, more comfortable chair, etc.

Try to find one that seems to support working with disabilities, and try to avoid telling the company about your ADHD in the future especially if it's on the smaller side.

Commenter_17

ID: hg7v9ap, Upvotes: 15

> If I was a manager and my employee told me that he had a disability that could make them a liability (it can/does), I might be hesitant to want to keep them on. If I never knew about it, I probably wouldn't care: just knowing is enough, sometimes.

This is, quite literally, illegal discrimination.

Unknown_User

ID: hg7xwe9, Upvotes: 10

You're absolutely correct, but that wouldn't change my thoughts on the matter.

Would I act on the thoughts? Nah, for the reason you cited. I'd open myself up to a potential lawsuit.

Some managers do, though... and give alternative explanations for why the employee was let go: poor cultural fit, etc. If you're in an at-will state then they could fire you for looking at them the wrong way.

Commenter_17

ID: hg82tzt, Upvotes: 4

Sure, I'm not saying it would be easy to prove a discrimination case. I just wanted to be clear about the fact that it is absolutely illegal.

Commenter_18

ID: hg7mln0, Upvotes: 2

You tried to encourage the company to use better tools and workflow, which is fine, but they decided not to. Sadly I've seen this at several companies I've worked at.

However, since they had decided not to make these changes (and I understand why you felt demotivated) in most cases companies won't change things just because they demotivate one or a few members of staff. I would recommend against talking to anyone senior about such feelings of demotivation unless you truly are in a company that is open to such feedback - you saw the result.

Really your options were either to get by in your existing job pushing yourself to at least do just enough to keep your employment (a sad state to be in), or look for another job where the company does follow the practices that you recommended (and maybe even cares a bit more about their employee well-being).

Good luck and I hope you find a much better job.

Commenter_19

ID: hg87doe, Upvotes: 2

The only thing I can think of that's worse than having to use excel is using airtable.

Commenter_20

ID: hg8ab5o, Upvotes: 1

It's not the ADHD. Be glad you left that shit hole. Never talk about *your* mental issues at work. Only downsides

Commenter_21

ID: hgaprrq, Upvotes: 1

I too find it hard to stay in one place. Usually it's because a lot of work environments and processes and managers are not... very... good. And personally I can't pretend that I'm okay when I'm in a situation like this. I just can't. That's why I prefer freelance projects.

Anyway, I'm 100% sure you can find something better next time.

Commenter_22

ID: hgaqd6r, Upvotes: 1

Damn, I have the same problem with no clear deadlines boring tasks nobody seems to care about possible improvements (at least not when I'm bringing them up). Not fired though and nobody knows about my ADHD.

In my case I actually consider quitting but am currently too afraid it won't get better on a new job.

Based on your description you are probably better off working somewhere else anyway.

Commenter_23

ID: hgb9f9s, Upvotes: 1

I think, this might be good for you, long term. You would want to work at company which uses cutting edge technology. Otherwise by current IT standard, you would be obsolete in 10 years with no tools for future job.

Commenter_24

ID: hgjepx1, Upvotes: 1

it isn't your fault, companies developing software without basic agile tools like Jira or even having a basic CI/CD pipeline checking for unit test coverage is destined to run into problems. The good news is that the job market is hot as it has ever been for senior software engineer, companies are scrambling to find talent. also, next time never disclose ADHD to an employer, they'll have a hard time understanding