

title: **I was fired because ADHD. How to deal it and avoid similar cases in the future?**

num_comments: 28

num_up_votes: 31

upvote_ratio: 0.97

Post Text

So, I was fired. I was clever enough to understand that it will happen(I even created a [post](https://www.reddit.com/r/ADHD_Programmers/comments/ca1n3b/adhd_can_be_cause_of_my_firing_how_to_manage_it/) here about it), but I'm too stupid and broken (ADHD!) to avoid it. I didn't tell my manager about ADHD, because I don't want to have special bonuses (more than other programmers). I want to manage my ADHD and live like other people and don't tell about it :(I tried to get a help, but all local psychologists in my city are overbooked. One psychologist from another city suggested a help, but I'm fired and can't spend a lot of money for regular visits to another city. Also I tried to use services like "betterhelp" - but first 2 online consultants after 1-2 weeks of texting in the chat that they can't help (ADHD is not specialization, etc), the latest one just answers me 1-2 times per week and shared a documents without any new information for me (looks like a FAQ what ADHD is). I even can't start find new job, because I'm worry to be fired again. Delay important things because you have a reason - it's very ADHD-like, you're know guys. Formally I started to find a new job, but I'm not very motivated. Bad employers usually avoid me, because they don't believe that I will want to work there - after my previous employer. Good employers... Well... I delay to do tests for them. Because ADHD and because I feel a fear to be fired again. Also I don't know how to explain my future employer why I leaved this - very famous, tier-2 (if Google and Facebook are tier-1) company. Looks like they don't bealive in my explanations. I'm in loop. And you're guys, the only break; for me. Please help :(P.S. regarding treatment - am I understand correctly? There is no scientific-proofed medication which is effective against ADHD in long-term. The stimulators works only first years - it proofed, but next - there is no proofs, right? Behavior therapy is only option if I want to live more than 5 years and be productive in the future, right?

Comments

Commenter_2

ID: REDACTED! ~(o.o)~ <3, Upvotes: 15

Ritalin helped me get into a routine and training my brain to focus when I sit at my desk to work. I was diagnosed at 30, it's 9 years later. I don't use ritalin all the time but when work starts piling up and I start struggling to focus I go back on it for as long as I need.

I know I don't have the "worst" adhd but I never kept a job, never completed things & now I'm pretty successful.

You have overcome more than most people will in their lives, I'm sure you can work through this too. Take the medication, start looking into therapy, read some of the literature on it, I know you can do it!

Good luck!

OP

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

thank you for telling your experience.

Commenter_4

ID: REDACTED! ~(o.o)~ <3, Upvotes: 22

You would be wrong.

ADHD meds work long-term.

Not only that, they literally re-wire your brain to make it work more like normal peoples'.

Regardless, therapy is a good idea.

So, get on meds, get a job to have money, then start therapy.

Commenter_5

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

Don't they only have permanent changes if you're still a kid?

Commenter_6

ID: REDACTED! ~(o.o)~ <3, Upvotes: 7

Afaik, dopamine is necessary for learning. People talk about dopamine and addiction all the time because dopamine is how your brain trains you to do things that are beneficial, or at the very least *seem* beneficial.

To understand how to recognize dopamine, imagine you've been driving around in an unfamiliar town late at night, your phone is dead, your car is out of petrol, the light has been on for a while. It could die any minute and you'd be stuck. The place seems to be deserted so you can't stop to ask anyone, and even if you see someone, you're too scared to. Every corner you hope to see it but you are disappointed. But then, suddenly, there it is - the bright lights of a petrol station! You feel this surge of relief and confidence. You pull in, it's staffed and running, another rush! You fill the tank, you pay for it, you feel great. That's all dopamine at work. You're very likely to remember this petrol station in the future.

It's very hard to make memories or learn things when you have high dopamine metabolism, which seems to be the case with ADHD. With it, at the right amount, you're going to learn how to do a day's work and feel good about it. You're going to learn how to keep doing little bits of a task over time without immediate rewards, and then when it's complete reap the huge reward of finishing it.

Unknown_User

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

This has been my experience for the last 6 months. I was diagnosed at 33. I could never see a project through. I never had the drive. My motivation would just peter out. I bought a used Hondo Stratocaster copy to give myself something to focus on in August. I have gone through it and replaced every component on the guitar, I even had my dad teach me how to solder in the process! I have to get knobs and strings on it, and it will be finished. That is 4 months of on and off work that are nearly complete. To think, before I got on Adderall, it would still be sitting in its case, untouched.

It has given me the drive of what a normal human has.

Commenter_4

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

There were some studies indicating the change was permanent only for children. But those are generally super short, aka a few months.

Longer studies of 1-2 years showed there is a permanent change in adults too.

Regardless, all studies I read show meds continue to be beneficial. You develop a baseline after a few months, where it's less effective than on the first day, but still amazing. And that then

doesn't change.

I am just a programmer too, so definitely no expert in that area. But this is what I read.

Commenter_5

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

Ahh, interesting. I suppose I do feel that medicine effects me less after a couple weeks than it did the first day, but it is still effective.

Commenter_7

ID: REDACTED! ~(o.o)~ <3, Upvotes: 6

Get on meds. I did therapy for years before I finally begrudgingly got on meds. It took me a year to test out different meds with the help of my nurse practitioner but that year has paid off.

I've been taking meds for one year and I've doubled my salary, have less anxiety, and live in a nicer situation.

It's not the final solution - you're still going to have to figure out the basic building blocks of how to adult, sleep on time, manage your time - but it's the first step towards getting your life together. It'll give you the tiny bit of focus you're lacking right now.

OP

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

thank you for telling your experience.

Commenter_8

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

Statistically the research says that 80% of people with ADHD respond positively with the first medication tried. This is not always the best medication, thus the longer search described upthread... but even getting your first prescription has a strong likelihood of being a positive influence. I know it was for me.

Commenter_9

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

So I was fired twice this year for adhd... One in April, landed a job until July (2 months unemployed and depressed because of what you mentioned), fired again in October, and got a job 2 weeks after again. Both times were similar, you're good but you're slow, you lack attention to detail, you are late... Blah blah describing my adhd as if I didn't know all of that already (I didn't disclose adhd with neither of the employers)... Now I'm in the 3rd employer. They are a great company, Im super happy and understood everything happens for a reason. Don't be afraid, there are tons of companies, particularly in our field, that can accept neurodiversity

OP

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

Sounds terrible. Can I suggest you to support each other and be in touch?

Commenter_5

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

You should be honest with them about how you struggle. Maybe if your old employer knew what you were going through they might help you access coaching or medication so that you could perform on the same level as the other programmers. I understand the desire to get by entirely on your own merit, but you have to understand that you can't expect yourself to operate the same way as people who don't have this major persistent obstacle in their lives. It's okay to admit that you need help.

OP

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

I just want to be like everybody. I explained it [here](https://www.reddit.com/r/ADHD_Programmers/comments/ca1n3b/adhd_can_be_cause_of_my_firing_how_to_manage_it/) why. Maybe it's not rational behavior, but it's choice. I even want to try to do this until it will be possible. If I understand that I can't manage ADHD, and be like other people, than it will be very sad day for me.

Commenter_10

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

No so sad if you can get your goals, be mental healthy and so people around you. I knew later in my life about my ADHD. If I had known before everything could have been better.

Commenter_11

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

Being like everybody else is highly overrated ;-)

I sure can understand why you would want that with your background (I read the post in the link), but without being a psychologist my bet would be that trying to come to terms with who you are will benefit you most in the long run.

You are _not_ broken, just different! :-D

And as someone wrote in the old thread: bad performance reviews are worse for job security than ADHD.

I'll recommend reading Dr Hallowell, who has a positive take on ADHD (start with seeing him on Youtube), and look into the thinking around neurodiversity. Basically the latter is the realisation that we are not broken examples of "normal" people, but perfectly fine examples of ADHD-brains with the strengths and weaknesses that entail. Remember that neurotypicals have weaknesses too: lack of out-of-box-thinking and not great at hyper focusing :-)

Seek help to manage your ADHD asap, both medical and behavioral and get help applying for a job where they have no problems with diagnoses.

If the problem with therapists in other cities is the travel time, maybe find someone who is willing to Skype: you can meet face to face one or two times and then continue with Skype or something.

OP

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

>I'll recommend reading Dr Hallowell,

Thank you, I'll check him. Especially If I not to delay it like I usually do with similar advises :(

Commenter_12

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

Been taking meds for 5-6 years at this point. Would have never gotten through college without them. Just keep applying places friend.

OP

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

thank you for telling your experience.

Commenter_13

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

I would encourage you to look for a CHADD group sessions in your area. It is free and they will provide you the support you need right now and be a very helpful resource for more help. You can try and look for local CHADD group at <https://chadd.org/> .

I recommend start from reading this on their website <https://chadd.org/for-adults/overview/>

You did great by posting here it's the first step in helping yourself. Do not lose hope! remember that you did succeeded to get your previous job and know that you will be able to get a new one probably even better.

Find the help you need and get back on the job search - you'll do great!

OP

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

Thank you. Looks like they're US-only society. I'm in Canada...

Commenter_14

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

I'm really sorry this happened to you and I can certainly relate with the frustration.

What helped me before meds were cues. Like when I sit down to work, there are three song that will cue my brain in, and I just pick whichever one appeals to me in that moment. Watch alarms, timing things, keeping a task list, all that helps.

OP

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

Thank you. What to do with a procrastination?

Unknown_User

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

Have you ever tried meditation ?

OP

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

BTW, Happy Christmas guys