title: **Just placed on disciplinary action**
num_comments: 5
num_up_votes: 8
upvote_ratio: 1.0

Post Text

Just received a call that I am on a performance improvement plan.   I have been here for several months and I have been getting micromanage to death. They have not given me any goals, instead want me to come up with something.   I do not know what on earth to write, and here is a brief summary of what my day looks like. I have to enter everything I do in jira/confluence (no big deal makes sense) I have to enter everything I do in, and why I did it in an email to my boss I have to enter everything I do in, and why I did it in a chat channel   I have to enter everything I do in, and why I did it in another app.   I have to enter everything I do in, and why I did it to my bosses boss I then have to have daily 1 on 1s to discuss what I entered.   This place is actually hell on earth. I'm honestly depressed, and need help from some internet strangers on what I can do, or what my options are. I feel like these are poor accommodations for my disability. Anyone have any constructive insight?

Comments

Commenter_2
ID: REDACTED! ~(o.o)~ <3, Upvotes: 27
Mate, this doesn't sound like it's about your ADHD specifically; this sounds like your workplace is a hellhole. This is absolutely not normal. They've put you on an improvement plan, but *haven't specified your goals*? They want you to improve your performance, by entering your every action into *four different channels*? They are absolutely full of shit.

My advice; play nice while you search for another job. Possibly consult with a lawyer, see if you have a case for constructive dismissal, or anti-discrimination legislation.

> ###### OP
> ID: REDACTED! ~(o.o)~ <3, Upvotes: 2
> I agree with you entirely. Every interaction today has been terrible. I chose to stand up for myself, and let them know this type of micromanaging is not conducive to a person with, or without adhd.
>
> I'm playing nice, and most definitely have resumed the search. Thank you for the advice, and I appreciate the response.

Commenter_4
ID: REDACTED! ~(o.o)~ <3, Upvotes: 8
I was in a similar position once. My only regret from my time in that position is how much I tried to please them instead of taking care of my own needs.

IMO, what you should do is look at your skills, look at skill requirements in jobs - and I don't mean the "x number years" bit, I mean the actual skills, the technologies, the concepts, the processes - and you should design a project which serves the core functionality of training you in how to meet the specification of your next job. Then reframe your work day as training yourself but on company time.

The best case scenario, you make something you actually like and feel passionate about and have an actual clear objective (to learn!) which has the byproduct of you making something good. Worst case scenario, you can list on your CV that you used these technologies in your job.

OP
ID: REDACTED! ~(o.o)~ <3, Upvotes: 5
OMG, I feel this as well. Prior to today, when I finally had enough. I used to request feedback, or try to go above and beyond. What a waste of time and energy.

I have began incorporating more of my happy projects into my work. Different languages I have wanted more time with, different awesome open source goodies as well. I'm developing me, and my skill set. Thank you for the reply, you helped me feel better.

    ###### Commenter_4
    ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
    And thank you for your response!