title: **Had anyone succeeded at negotiating less than 40h as an accomodation?**
num_comments: 36
num_up_votes: 38
upvote_ratio: 1.0

Post Text

I know that, by the official wording of reasonable accommodation, working less hours isn't something you can legally ask of an employer as an accomodation. But I'm wondering if anyone here has gotten a job with that contingency. My entire life has been a cycle of getting full time jobs, doing incredible at first, then burning out HARD after about a year and getting fired. I simply can't withstand it. But I may be able to get by with less hours/days worked...it's really my only hope.

Comments

Commenter_2
ID: REDACTED! ~(o.o)~ <3, Upvotes: 48
I think your best bet would be to look for a company that has things like flex hours, talks about work/life balance etc. Even something remote or hybrid-remote might help.

I find that flexibilty in timing and location can make a HUGE difference to my burnout. So if you're having a rough week you can sleep in and work from home in your PJs, and get your house chores done on your lunch break so you can crash right after work. 40hrs of that is a lot less stressful than 9-5 in an office forever until the tend of time.

Check out smaller companies too. There's quite a bit of competition for good talent now, so they'll sometimes be more flexible for the sake of employee retention. My friend is a game developer and his company just cut back to a 4 day work week (with the same salary).

>###### Commenter_3
>ID: REDACTED! ~(o.o)~ <3, Upvotes: 5
>4 hour work week sounds amazing! Though I feel like you meant 40 or something around there.

>>###### Commenter_2
>>ID: REDACTED! ~(o.o)~ <3, Upvotes: 10
>>HAHAHHA I meant 4 DAY work week. Not sure much would get done in 4 hours. But apparently their productivity levels are just as high at 4 days a week because they have to be more efficient and there's less burn out.

>>###### Commenter_4
>>ID: REDACTED! ~(o.o)~ <3, Upvotes: 2
>>Side note, one of the best books out there. "4 hour work week" check it out. Tim Ferris is amazing

>>>###### Commenter_5
>>>ID: REDACTED! ~(o.o)~ <3, Upvotes: 2
>>>It's a good idea, but the book left a lot to be desired. He spends a lot more time talking about what to do once you have a 4 hour a week job than he does talking about how to actually get/build a 4 hour a week job.
>>>
>>>In other words:
>>>
>>>1.   Decide you want to work less

2.   ???
3.   Work from the beach!

Commenter_6
ID: REDACTED! ~(o.o)~ <3, Upvotes: 3
Flex hours are incredible, have saved me so many times when I stay up too late hyperfixating on something. We also have a 37 hr week plus the option to bank 1hr extra per day and can take multiple edo days off in a row. I'd say 40 hr weeks or a requirement to work in the office is the exception now.

Commenter_3
ID: REDACTED! ~(o.o)~ <3, Upvotes: 2
Also, I completely agree with the flexibility aspect. It takes a lot of stress out of your workday

Commenter_7
ID: REDACTED! ~(o.o)~ <3, Upvotes: 10
In addition to what other people have said here, it might be good to find an adhd therapist that specializes in different things you can do that prevent burnout so you have a whole plan rather than some ideas that are hard to implement on your own.

Commenter_8
ID: REDACTED! ~(o.o)~ <3, Upvotes: 8
Just look specifically for a job with either flexible or part time hours. That's a pretty common thing for people to do.

There's no point disclosing your ADHD and then trying to work fewer hours as an accommodation. It's not an accommodation they're required to provide like a wheelchair ramp or something for a physically disabled person.

Most likely you will just stigmatize yourself and they will assume that you might be unreliable or lazy. There's a chance you could be interviewed by a super understanding person, maybe even someone with ADHD. But IMO those people are few and far between.

Commenter_9
ID: REDACTED! ~(o.o)~ <3, Upvotes: 8
It's so fucked up that a legit disease is stigmatized as just being lazy

Commenter_10
ID: REDACTED! ~(o.o)~ <3, Upvotes: -12
oh please life goes on. You're not getting brownie points for having ADHD, everybody and their mother has it

OP
ID: REDACTED! ~(o.o)~ <3, Upvotes: 3
Just because a disease is common doesn't make it any less debilitating.

Commenter_12
ID: REDACTED! ~(o.o)~ <3, Upvotes: 3
...3-5% of adults is not "everybody and their mother."

Commenter_9
ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
Exactly!

Commenter_13
ID: REDACTED! ~(o.o)~ <3, Upvotes: 2
Non sequitur

Commenter_10
ID: REDACTED! ~(o.o)~ <3, Upvotes: -6
Not even a correct use of the word, redditor.

I would never think of my ADHD as an actual disease. You are handicapping yourself.

Commenter_13
ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
I agree

But it was a non sequitur because they weren't talking about being unique, special, or requiring browny points so the reply had no relationship to the original statement.

Commenter_10
ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
No it's not. He's saying that it's fucked up that everyone doesn't recognize it being a "legitimate disease" and a reason for being less productive.

That would be the definition of unique treatment, comparing the lack of accommodation for us as somehow comparable to those that need wheelchair access.

Commenter_9
ID: REDACTED! ~(o.o)~ <3, Upvotes: 2
Yes, it is comparable to those that need wheelchair access.

Commenter_14
ID: REDACTED! ~(o.o)~ <3, Upvotes: 6
No as an accommodation, but I got a 90% contract which is pretty cool and I've got flexible hours, so on bad days I work 7 or less hours and on good days I work the "normal" amount of hours or slightly more which gives me overtime to take some days of.
And when I'm working from home I declare an 8h day even if I was just sitting around a lot because I did a day of work and I'm sure lots of people in the office are also spending lots of time at the coffee machine doing no actual work.

Commenter_15
ID: REDACTED! ~(o.o)~ <3, Upvotes: 5
I moved to four days (taking Wednesday off) when I switched jobs, and it made a huge difference to me. It wasn't an accommodation for ADHD specifically, as I was undiagnosed at the time, but it is something that more and more workplaces are open to. Having a mid week break to do my chores and reset my mindset was a large improvement to my mental health.

I do three days a week these days, which for me is ideal, but that's only really possible because I'm a contractor now and can negotiate my own hours.

Commenter_16

ID: REDACTED! ~(o.o)~ <3, Upvotes: 4
Have you thought of simply working fewer hours?
Couldn't you work 4 days instead of 5?
Maybe spreading the 4 days of work over 5.
That is what I do.

Commenter_17
ID: REDACTED! ~(o.o)~ <3, Upvotes: 8
I just straight up lie about time worked. I am always available when I am on clock, but not always actually working. There are days where I do only around 30 minutes of actual work

> ###### Commenter_18
> ID: REDACTED! ~(o.o)~ <3, Upvotes: 2
> I get why you are doing it but i don't think it's the way to go. attitudes like these cause employers to loose faith in employees working from home. they see one example like this and think we all slack off at home.
>
> those of us who are more productive at home (due to the quiet work space and better infrastructure) are then no longer allowed to do so because other people have abused this system.
>
>> ###### Commenter_17
>> ID: REDACTED! ~(o.o)~ <3, Upvotes: 5
>> I did not say I am less productive. Programming is done by thinking heads, not sitting asses.
>>
>>> ###### Commenter_2
>>> ID: REDACTED! ~(o.o)~ <3, Upvotes: 3
>>> THIS. I actually get MORE work done when I take breaks, get enough rest, and am not stressed and overstimulated.
>>>
>>> If I'm burnt out and exhausted staring at my screen all day I can stare at a problem for hours and not understand it. Then I take a break, get some rest, come back to the problem and BOOM. The answer was right in front of me, my brain was just too tired to see it.
>>>
>>>> ###### Commenter_17
>>>> ID: REDACTED! ~(o.o)~ <3, Upvotes: 2
>>>> For me, it is possible to just be plain unable to work at a given day. No amount of short term rest can fix that. But if I forced myself to stare at the screen I would do little, but lose a lot of motivation/morale. Bad for me, and also bad for my employer.
>>>>
>>>> If the employer can't handle these low productivity days, they don't deserve the hyperfocus "I did more than the rest of my team combined" days.
>>>>
>>>>> ###### Commenter_2
>>>>> ID: REDACTED! ~(o.o)~ <3, Upvotes: 3
>>>>> Yea, same here really! I meant more like.. a break for the day and come back at it tomorrow (hopefully) haha. I don't actually need breaks at all on my 'good' days.
>>>>>
>>>>> That's how I work too, some days I'm basically useless, and some days I can do the work of 5 people in one day. If I try to force myself to work 'evenly' I actually get less done long term.

Most employers I've had don't actually know that's what I'm doing. I just WFH so it makes no difference to them. It's nice to know that some employers can actually acknowledge that it works for some people too.

Commenter_19
ID: REDACTED! ~(o.o)~ <3, Upvotes: 2
I have only worked 4 days a week for a few years joe and it's great. I'm not an employee though, I'm a contractor but it's still a similar thing.

Commenter_20
ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
Maybe try working part time for the Feds? Remote work.

Commenter_21
ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
Stay away from companies that track hours, companies should not care about hours but rather results. You could try and going the contractor route to have more control but I think you should focus on the root cause of why you are burning out. After a certain amount of time the results from overtime start to greatly diminish . This in turn is going to affect your moral and start the burn out cycle. Few tips for you.
Start laying healthy boundaries and protect your free time. Be strategic about working overtime and what it's going to get you. Working extra to save the day and meet that big visibility release date ? Sure go for it. Working extra to finish that unit test? Shit can wait till tomorrow. Start looking at what type of works gives you energy and position yourself in a way that you get to do that more. Look at growing others and delegating.

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

> ###### Commenter_22
> ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
> I dunno why this got down voted. It's a really reasonable question. I'm really new to programming (still learning basics) and was given this article to read https://xyproblem.info/ which seems really relevant.
>
> I can totally relate to OP and through my experience, less hours didn't actually help. (though everyone is different) What does help *a lot* is novelty. Which is one of the bigger factors for me to switch careers into programming, because it seems like there is tons of novelty in the form of constantly learning. I'd love to be able to last a full year before burnout hits. Right now I'm like 3 months (shit call center jobs) before i crash.
>
> Anyways even if less hours helps, evaluating other potential factors and making adjustments has the potential to help even more. Imo redundancy in this area would be a very good thing.

Commenter_23
ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
I'm in the process of doing this right now! My 3 year review is coming up and in every previous review (every 6 months) I've gotten raises of anywhere from 7-10%. I asked my boss to consider a compensation package at my next review that includes fewer hours rather than or combined with a raise.

I'm optimistic. If they weren't generous it would be the first time. I'm also one of the employees that has a strong knowledge of advanced OO architecture and I mentor the juniors we've brought on, so I think I'm appreciated.

Commenter_24
ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
Plenty of companies want you to work for them remotely with goals and deadlines instead of hours and timesheets. I work for one.

Don't get me wrong, I work harder and do more than ever. But if I need the rest of the day to look after a child who came home sick, with only some random unsolicited check-ins, then I've got oodles of that. And as an employee I really appreciate that, and it reflects in my contributions.

Commenter_25
ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
Yup! Four day week with reduced hours on the four days.
Same sallary as before and more output as im in a better mood overall

Commenter_26
ID: REDACTED! ~(o.o)~ <3, Upvotes: -1
Look into FMLA