

title: **Reasonable adjustments in new job or don't mention it?**

num_comments: 31

num_up_votes: 34

upvote_ratio: 0.96

Post Text

I've just accepted a new job offer and have signed the contract. A few days before, I finally got my ADHD diagnosis... Today I got through a few forms I needed to fill in, one of them being a health questionnaire. One of the questions is: "Do you consider yourself to have a disability of medical condition that requires any adjustments of allowances?" The company in question seems really decent and people focussed. That said, most of the advice here seems to suggest not to mention it in interview. I didn't, and have already got the job. Should I bring it up on this form? If so, what should I tell them in terms of how it effects my work and what reasonable adjustments can be made?

Comments

Commenter_2

ID: REDACTED! ~(o.o)~ <3, Upvotes: 18

It's up to you, it might help you if you find you have problems later on down the road, or it can get you fired. Really depends on the company. As for how it will affect your work and what adjustments you need, no one here can tell you that. You don't know how or even if it will affect your job performance.

Commenter_2

ID: REDACTED! ~(o.o)~ <3, Upvotes: 23

Personally, I would never mention it. Not so soon after being hired.

Commenter_3

ID: REDACTED! ~(o.o)~ <3, Upvotes: 24

I have never mentioned it to any employer.

Instead, I find it better to constantly overcompensate and occasionally panic. ^^help

Commenter_2

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

Dude, same. But therapy helps. It doesn't help that I naturally almost completely lack conscientiousness. I find regimenting my day to the half hour works best to stay on top of things.

Commenter_4

ID: REDACTED! ~(o.o)~ <3, Upvotes: 9

A good company maybe tell them. I'd wait it out to see who you're working for in your new job. I self identified and was treated differently from the minute I said something after several years of being a top performer. Then came a bad review that was never communicated to me. It depends on your leadership and company.

OP

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

Thanks for your personal experience - it really does depend on how I'll get treated as a result.

Commenter_6

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

Soon after diagnosis I wanted to tell everyone about it. I regret it a bit now, but that's ADHD for you. Ultimately it's no one's business but your own that you have it.

Having dealt with the revelation for a few years now, the only sensible time I can think of to bring it up is after you've done something remarkably successful. Any other time is like saying "I might fail...and this is the excuse I'm going to use." It's okay to enhance your success by saying you did it despite the extra challenges you faced. People *like* those stories about overcoming the odds...they're inspirational and that's important to us as humans.

Rather, just do your job as you've been asked to do it. If you find your ADHD gets in the way of that, ask for the solution rather than define the problem. Even at that point you don't really have to say it's because of ADHD, just that you need this because xyz causes you to become distracted (or whatever). Once you've hit a home run, and your employers pave your road with gold, feel free to brag a bit about how it was 10 times harder because ADHD, but even then, you don't have to do anything you don't want to.

OP

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

Thanks, the answer does make a lot of sense. Regretting telling quite so many people already. Big deal for me, but for anyone else it might give them a negative view of me.

Commenter_7

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

If you've already got the job then I would check yes. Say that the diagnoses was very recent and it's unclear if it'll affect your work

Commenter_8

ID: REDACTED! ~(o.o)~ <3, Upvotes: 9

They can still fire him easily without cause since he just started.

Commenter_7

ID: REDACTED! ~(o.o)~ <3, Upvotes: 10

Yeah but I'm not so sure if they would, given that they went through all of that trouble and time and monetary expense to hire him. Hiring someone is really costly and I'm not so sure if they would fire someone whose performance they didn't even get to see yet.

I mean you could be right, but I have my doubts as to if they would do that

Commenter_6

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

At the very least, it could put them into a negative frame of mind when judging that performance, though. It's like saying, "hey, watch out for the broken indicator," and then being surprised when they can't stop looking at it while they slam into a pole.

It's better just to do a good job imo, or do something else.

OP

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

The debate you guys are having is the same one I've got running in my mind!

That and the fact I would be treated differently.

Commenter_9

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

I think this depends a lot on what country you are working in and what the employment laws are.

For example in Australia - you should absolutely tick that box if there is some sort of reasonable adjustment you need. For example, I always like to have a sit-stand desk if it's an option because when I get antsy I can stand up and continue working without feeling the need to walk away.

Edit: my point is that in Australia - an employer cannot fire you for having a disability requiring a reasonable adjustment - and if they do then you can get \$\$\$litigious\$\$.

OP

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

This is a really good point. I live in the UK, so I would be protected under the Equality Act. So, yes - same situation in over here.

Not sure what reasonable adjustments can be made for my terrible working memory and the fact I can miss things.

Unknown_User

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

[deleted]

Commenter_9

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

I don't know about the states - probably need to check the laws in the relevant state or look up a disability supportgroup

Commenter_10

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

Assuming you are in the US. ADHD is recognised as a disability under the ADA, requiring companies to make "reasonable accommodations", depending on the company and such that can mean a lot of different things. Your state should have an office that deals with it if it really becomes an issue. Not ADHD but I had an employee who was Chest down paralyzed, wheelchair bound and legally blind. He had like 5K worth of monitors and other adaptive equipment and software to let him do his job, and he was fantastic at it. But 4 billion dollar a year company, reasonable accommodations is a bit different from a mom and pop car shop.

<https://chadd.org/adhd-weekly/asking-for-workplace-accommodations/>

OP

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

UK so very similar situation here.

It's a medium size company.

Might hurt my chances in the new role or could save my ass. It's a tough one!

Commenter_10

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

Ahh ok, IMO probably better to mention it now, instead of when it becomes a problem accommodations are way easier to make in the beginning than once you are established and having issues.

Commenter_11

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

Do you know what reasonable adjustments you would like?

OP

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

This is just it, I'm not sure. It's a very recent thing. MY last job turned into a nightmare because of the stress of the role (very full on and crazy hours) / lockdown - I really struggled with attention / attention to detail towards the end.

I'll be starting medication in couple of months (massive waiting list here in the UK) which should help.

Always tend to do well in a role for the first year or two before getting bored / pissed off if the role has too many frustrations.

Commenter_9

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

I think it's probably worth waiting until you have an idea of exactly what kind of adjustments you could do with. I don't want to give too much advice because I don't personally ask for reasonable adjustments, as my sit/stand desk thing is a default option, but i would use that option for one if I moved to a workplace that didn't usually offer them.

Commenter_12

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

I'm contemplating the same thing, I'm not really sure what reasonable accommodations would be for a home office. If we were working from the office, I would ask for noise-cancelling headphones and to not come up to me all the time to ask questions in person unless it's an emergency, but I haven't really come up with anything that would improve my home office experience.

Commenter_7

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

Ask if you can take notes or record a meeting using your computer. You can also ask that if they need something from you to send you an email so you have it in writing and can go back and look at it.

Commenter_12

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

Thanks for the suggestions!

We already record all meetings (though I wish more of them had closed captions enabled, only the bigger ones have it), but the email thing is a great idea, I'll def ask my manager about it.

Commenter_11

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

Ahh you're from the UK. We have good worker protection and definitely a lot less stigma about it so I doubt you'll get fired.

Since I've been diagnosed and medicated I've always ended up casually mentioning it to my bosses. I just find that easier than having to be dishonest about doctors appointments and what my medications for ect. I think cause i've been casual about it so have they, even if maybe behind their eyelids theyre suddenly making lots of connections and understanding why i am the way i am aha

I didnt get medicated or diagnosed until I was 23 and now on the medication I have the ability to choose what to concentrate on, my memory isnt dogshit, and im not late every single day anymore. so since then I've never felt like I need accommodations tbh

If i were in your situation I'd just sincerely try to be a good boy. Let your boss know about it and that you're on a waiting list to get medicated. I feel like I've been given a free pass in certain situations - though i think i wouldve got them anyway cause ADHD traits have always been my trade offs that I cant help and I think its always seemed obvious to other people. Like I was always late and forgetful and messy but people always forgave me cause they could see i was sincere and trying not to be that way

Commenter_13

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

I got diagnosed a few months into starting a new job, but I kind of knew that I had it when I started. I am super open and honest about it, and trying hard to not even make it a "big deal". For me it's about making people at work understand that some situations are just shit for me, like not knowing what to work on or having too much noise in the office. I basically tell them about the struggles with ADHD so that they have the chance to help me with it, so that I can perform as well as possible. So for me it's about giving them information so that I can succeed :) I never use it as an excuse or anything like that.

So maybe start the job and the feel the vibe. So far I have not had any negative reactions to my ADHD. But I'm a pretty transparent person who is pushing for a more open society where everyone is welcome. Some guys in my team get a bit annoyed when I'm open about why I took a sick day because of period cramps, but... yeah I don't care :D

Commenter_14

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

In the job I had when I was diagnosed, I came in and told everyone the same day (I am an oversharer).

​

Now my approach is this:

\- ask for permission to implement the solution I need: "Is it ok if I turn off slack notifications for a 3 hour block every day, so that I have uninterrupted focus time?"

\- if they say yes, awesome.

\- if they say no, then I bring up that I have a disability that makes it hard for me to focus, and I'll be much more effective if I can have this accommodation.

\- if they still push back, then I remind them that the ADA requires them to let me have reasonable accommodations.

Commenter_15

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

If you don't know that you need adjustments why on earth would you mention it?!

Commenter_16

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

If you need any adjustments, I would ask about that in person instead of with a form. I would not tell them and just ask for some specific things because they help me focus, not because I have a mental disorder.

Commenter_17

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

Don't mention it now