title: **Help me fix Tech Workplaces**
num_comments: 14
num_up_votes: 26
upvote_ratio: 0.94

Post Text

tl:dr; fill out my survey please? I want to know exactly what systemic changes to ask for from our employers, so that we can have less unnecessary obstacles keeping us from succeeding :)
https://forms.gle/bnesSvPhRdsF7WnGA \---------- **I want tech**
employers to adjust workplace practices and expectations in a way that makes "tech" a better career for people with ADHD (without us having to disclose a disability and ask for formal accommodations!) **I have** personally noticed since my diagnosis (as an adult) that **some parts of working in tech make me feel set up** to fail. **For example: \- Open office spaces, but keeping on my headphones all day is seen as "rude and** non-collaborative" \- I am supposed to be able to sit in long meetings, and remember all the information afterwards, despite there being no notes or recordings. \- I get performance review critiques about me fidgeting during meetings & not making eye contact \- The expectation to keep slack notifications on (I cannot handle the constant distractions!) \- Surprise questions in meetings, about topics I wasn't ready to discuss (short term memory loss is my biggest nemesis) I'm currently and temporarily in a "collective action school" with budget and influence. **My final project is going to be a list of clear "best practices"** and "guidelines for inclusivity" that I can spread widely, and use to put pressure on employers (and maybe shame employers who make life unnecessarily difficult for neurodivergent people? idk) **I know there's a** serious irony in asking a bunch of people with ADHD to fill out a multi-step survey, but I really think that with some good crowdsourced information, I'm currently in a place where I have the influence to start suggesting changes that will make a big positive difference for us. Please consider filling out my survey! It is anonymous & always will be, and **I don't even care if you get bored and distracted and want to skip** some questions. **Every question is optional!**
https://forms.gle/bnesSvPhRdsF7WnGA

Comments

Commenter_2
ID: REDACTED! ~(o.o)~ <3, Upvotes: 6
I feel like these are fairly company specific. I have essentially the opposite experience in all of these bullet points. It could be worth just finding a company that checks your boxes.

    ###### OP
    ID: REDACTED! ~(o.o)~ <3, Upvotes: 2
    Hahah well it's good that I'm checking my hunches early then, huh

    Maybe my "advice" will end up being:

    BE FLEXIBLE! Trust your employees to adjust their own work conditions!

Commenter_4
ID: REDACTED! ~(o.o)~ <3, Upvotes: 4
>My final project is going to be a list of clear "best practices" and "guidelines for inclusivity" that I
can spread widely, and use to put pressure on employers (and maybe shame employers who make life
unnecessarily difficult for neurodivergent people? idk)

This sounds great. Every "ADHD information for employers" fact sheet I can find really doesn't fit me for a variety of reasons and I would love one (with some kind of valuable backing, like research) that addresses the things you listed and more, that are specific to knowledge-based office work. Dev work specifically even

better.

One small criticism though: Not every < 100 person business is a startup. Plenty of established small businesses stay under 100 people.

Edit: One other thing, for the question" Would you find any of these formal accommodations helpful?" For some of them, I have asked for them but not received them.

OP
ID: REDACTED! ~(o.o)~ <3, Upvotes: 2
Oh thank you so much for these notes!

This is the first survey I've written, so your feedback is very helpful :)

Unknown_User
ID: REDACTED! ~(o.o)~ <3, Upvotes: 2
I really don't get ppl downvoting this.

OP
ID: REDACTED! ~(o.o)~ <3, Upvotes: 5
I don't blame anyone! I have definitely been skeptical of people using reddit for free research before, esp when they come in with a new account.

I just couldn't pass up the chance to post it on reddit, in hopes that I would get at least a few purely anonymous responses (instead of relying only on my friend network and twitter followers)

Commenter_5
ID: REDACTED! ~(o.o)~ <3, Upvotes: 2
I like your spirit :) My RSD would not be having it.

OP
ID: REDACTED! ~(o.o)~ <3, Upvotes: 2
My therapist makes a lot of money off of me [](https://emojipedia.org/grinning-face-with-sweat/)

Commenter_6
ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
I just hit "back" on my mobile browser and lost the answers. I had a rush of anger but then I realised I was safe. I think this point is when people click downvote.

The survey completer should only have to read the question once and it should totally make sense

OP
ID: REDACTED! ~(o.o)~ <3, Upvotes: 3
I'm super open to suggestions on language edits for a question OR other platforms for a survey! Survey Design is all pretty new to me (i'm a full time swe)

Commenter_7
ID: REDACTED! ~(o.o)~ <3, Upvotes: 2
If you need help with your paper or look for co-author, count me in. I am currently studying similar topic from a different perspective and I have a promising solution as well.

DM's welcome.

Commenter_8
ID: REDACTED! ~(o.o)~ <3, Upvotes: 2
I think this is a cool idea! I have gotten good reviews while we are work from home for the pandemic, but I have been very concerned with adapting to my company's new open offices when we return to the office.

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

Very relatable, unfortunately. There is some stuff i'm looking forward to, when I'm working in-person again, and some things I DREAD

OP
ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
I just want to say, that the feedback I'm already gotten is amazing. You all gave me enough responses that I was able to start looking at anonymized data, and the free-response answers are so high quality!

Thank you for sharing your experiences with me!!!