



TL;DR: Last year I got diagnosed with ADHD and I'm trying to figure out a painless way to work at Google. If you're interested about what YOU can do to make our collaboration easier for both of us, please take a moment to read this doc.

At the age of 30, I have been finally diagnosed with ADHD. Finally, because unless you've the hyperactive kind of ADHD, you get diagnosed as an adult! And I must say it was incredibly shocking. I've always felt that I am different/weird/unique in some way and well, I guess this was it, eh? Over the past few years I'd received constant feedback around executive functioning, not applying myself, not following through on things and despite trying as hard as I could do, I didn't significantly change.

At the beginning I didn't even want to let myself believe that I might have ADHD. All my life I heard that I'm lazy. I'm not trying hard enough. I'm not good enough. So when I got diagnosed it was like getting another life. Maybe I'm not THAT bad and my brain just works differently.

I'm taking meds and getting help, however it doesn't mean that everything is great. I love working at Google and the interesting problems we try to solve for as TE, however I have some issues with leading/taking part in projects. Please bear in mind that I'm trying but my brain simply doesn't work like yours.

I prepared some tips for you on how to make our collaboration easier and some links that you can check in your free time. I hope you will find some time to go through some of it.

Quick tips on how to make our collab better:

- Delivering projects is extremely stressful to me. If a project seems interesting to me, I will probably get super focused on that. However, if I find something interesting, I get hooked. But if it is something that isn't novel, super operational in nature, chances are I'll feel it to be a drag and find it difficult to close.
- Don't schedule too long meetings with multiple action items with me. Even on meds I will lose focus at some point. I prefer to have several shorter meetings than one very long. If we really need to have a long meeting - please remember to give me time for short breaks.
- On the other hand, long sessions of brainstorming and ideating energise me, however I can always use support with summarising and follow through with actionables after such meetings
- Usually I don't miss deadlines, however I will procrastinate for weeks and then work on something for many hours straight to meet deadlines. Because of that, if we work on something together, I appreciate regular check-ins. They will help me to organise my work differently and don't leave all work for later.
- I better work earlier than later - would prefer to wrap up the day even if in the middle of closing a deliverable and then get started on it early morning with a fresh surge of energy
- Don't tell me "we need to talk tomorrow". I'm going to be incredibly anxious for the entire evening, night and morning. Please include an agenda for our meetings. Be clear on the topic that should be discussed.
- Please provide me with [feedback](#). Do I do something properly, even the smallest thing? Please let me know, it will boost my confidence. Any room for improvement? I'd love to hear what I can do differently! Do you have any tips? Do you see me in some particular role or working on some project? I probably won't raise my hand to lead a lot of things because I don't think I'm good enough or might get overwhelmed. This is not because I'm lazy. Sometimes I need to be pushed in the right direction within reason - this is greatly appreciated!
- I'm trying very hard to be more organised, however I can guarantee you that I'll most likely forget to ping you back or to send something over. It's not because of my laziness. I probably forgot. Please don't hold a grudge but remind me.

Weakness	Trait	Strength
Acute difficulty getting started on tasks. Difficulty with routine , repetitive tasks and toil .	Imbalance or weak regulation of motivation and reward centre (dopamine); inconsistent focus (either super-focused or entirely distracted)	Hyper-focus when stimulated and engaged, delivers large volume of quality work at 2x speed , good at handling crises
Tendency to say yes and want to help leading to taking on too much, underdelivering on what is core. Blurts thoughts out loud without stopping to think. Could come across as rude or snappy .	Impulsivity - impairment of ability to stop and think about the consequences before speaking or acting.	Quick starter, action-oriented and open-minded to trying new things. Able to challenge perspectives or status quo.
Inability to prioritize , can be overwhelmed by choice , often face action paralysis .	Difficulty linking action and future consequence; brain seeing too much and in great detail; interest in novelty	Enables creativity in brainstorming, conceptual expansion, innovation , and good in highly ambiguous situations.
Need for constant forward progression and stimulation may result in frustration and impatience (towards self and others).	Hyperactivity, need for motion and movement Heightened need for stimulation, often bored	Fast processing, inquisitive, strong intuition, always seeking efficiency and problem solving . Internal motor leads to persistence , resilience and tenacity .

Resources:

[go/adhd](#)

[ADHD Playbook](#)

[Neurodiversity Awareness for Managers](#)

[Are ADHD brains better suited to home working?](#)

[Hiring and Supporting Neurodiversity in the Workplace](#)

[Neurodiversity as a Competitive Advantage](#)

[Understanding & Supporting ADHD Colleagues in workplace](#)

[Google ADHD cheat-sheet/resources](#)

[Famous People with ADHD](#)

[Neurodiversity at work](#)