

ADHD Factsheet

Brief overview

Attention Deficit Hyperactivity Disorder (ADHD) is a neurodevelopmental disorder characterised by persistent patterns of inattention, hyperactivity, and impulsivity that can impact daily functioning and development.

There are 3 recognised types of ADHD

- Predominantly Inattentive: Difficulty focusing, organizing tasks.
- Predominantly Hyperactive-Impulsive: Restlessness, impulsive behaviour.
- Combined Presentation: Combines inattentive and hyperactive-impulsive symptoms.

Workplace considerations

- 1. Flexible Work Schedule** – Where possible allow flexible start and end times to accommodate individual peak productivity periods.
- 2. Structured Tasks and Deadlines** - Clearly outline tasks and deadlines to help with organization and prioritization.
- 3. Quiet Workspace** - Provide a quiet and low-distraction workspace to minimize external stimuli.
- 4. Use of Assistive Technology** - Allow the use of tools like noise-cancelling headphones or productivity apps to enhance focus.
- 5. Breaks and Movement Opportunities** - Allow short breaks for movement or stretching to help manage restlessness and improve focus.
- 6. Written Instructions** - Provide written instructions in addition to verbal communication to assist with information retention.
- 7. Career Development Support** - Offer guidance and support for career development, recognizing and leveraging the individual's strengths.

Notable dates

October is ADHD Awareness Month