



adhd

a quick-reference resource

adhd

[Attention Deficit Hyperactivity Disorder] *noun*

ADHD is a neurodevelopmental condition that is characterised by persistent patterns of inattention, hyperactivity, and impulsivity which can significantly impact an individual's ability to manage personal, work or life events.

ADHD diagnosis has three subtypes:

- The **Inattentive** subtype accounts for 20% to 30% of cases. This subtype is characterised predominately by inattention and distractibility without hyperactivity¹
- The **Hyperactive/Impulsive** subtype accounts for approx. 15% of cases. The impulsive and hyperactive presentation is characterised by impulsive and hyperactive behaviours without inattention and distractibility¹
- The **Combined** subtype accounts for 50-70% of cases. For this subtype characteristics don't exclusively fall within the inattentive or hyperactive-impulsive behaviours. Instead, a combination of characteristics from both presentations are exhibited¹

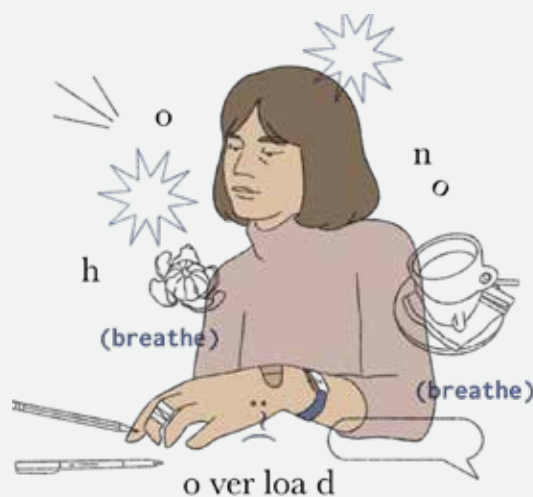


illustration: Megan Rhiannon

did you know?

In the UK, the prevalence of ADHD in adults is estimated at **3% to 4%**¹

ADHD often co-occurs with other neurodivergent and mental health conditions, with prevalence varying across studies, and autism as high as **60%**². The connections between different conditions are yet to be fully understood.

Approximately **75%** of adults with ADHD will have at least one other mental health condition³

Another descriptive term for ADHD is **VAST** - Variable Attention Stimulus Trait. This is popular within the neurodivergent community because it is less medicalised and seen as a more representative term⁴

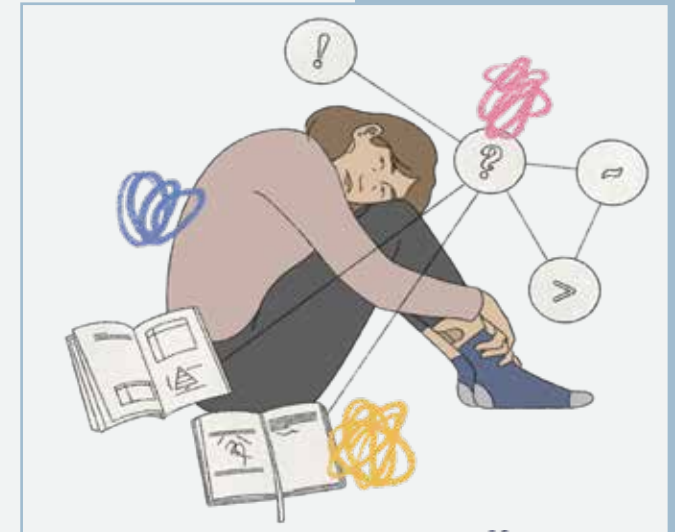
adhd

strengths

- » Creativity
- » Hyperfocus
- » High energy levels
 - » Resilience
 - » Flexibility
- » Resourcefulness

challenges

- » Distractibility
- » Difficulty completing large tasks
 - » Time management
 - » Executive functioning
 - » Forgetfulness
 - » Impulsivity



adhd

in the workplace

How can you support an ADHD person in the workplace?

- Create a **structured** environment by providing **clear guidelines** with structured tasks to help individuals with ADHD stay focused and organised.
- Be aware and **understanding** of an ADHD person's unique communication type in 1:1 meetings and team settings and allow for tailored support.
- Make sure individuals with ADHD take regular breaks to **prevent burnout** from hyperfocus which will help with productivity.
- Implement **visual aids** and reminders to assist with task prioritisation and time management.
- **Highlight the strengths** of the individual, providing positive reinforcement to improve confidence and wellbeing.
- Work with the person to understand strategies to help manage work-related distractions (i.e. managing multiple emails).

Examples of reasonable adjustments:

- During virtual team meetings encourage features such as the hand-raising feature or the use of chat functions to help ADHD individuals contribute during meetings and manage their anxiety in the process.
- Provide a **flexible** work schedule to accommodate peak focus times and allow for regular breaks.
- Implement a quiet and organised workspace to **reduce distractions** and enhance concentration.
- Use **technology** tools, like task management apps and reminders, to aid in organisation and time management.

REFERENCES

- ¹ [Prevalence of ADHD, National Institute for Health & Care Excellence \(Last updated Aug 2023\)](#)
- ² [Attention deficit hyperactivity disorder and comorbidity: A review of literature - PMC \(nih.gov\)](#)
- ³ [ADHD in Adults, BMJ Best Practice \(Last reviewed Dec 2023\)](#)
- ⁴ [Hallowell, E & Ratey, J. \(2021\). ADHD 2.0: New science and essential strategies for thriving with distraction from childhood through adulthood.](#)

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