

Vocational Counseling and AD/HD

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Vocational Counseling and AD/HD



Need skills and abilities goodness-of-fit!

Murphy, K.R. (1998). Psychological Counseling of Adults with ADHD. In R.A. Barkley (Ed.), Attention Deficit Hyperactivity Disorder, Second Edition. New York, NY: Guilford, pp. 582-591.

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AD/HD Adults are:

- **Rated lower by employers**
- **Don't work well independently**
- **Do poorly in job interviews**
- **Are more likely to be fired or laid off**



Barkley, R.A. (1998). Attention Deficit Hyperactivity Disorder, Second Edition. New York, NY: Guilford.

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“The manifestations of attention deficits in adults are most noticeable in the workplace environment, for it is at work that the greatest demands for planning, memory, organization, teamwork, and precision are placed on us.” (p. 308).

Nadeau, K.G. (1995). ADD in the Workplace: Career Consultation and Counseling for the Adult with ADD. In K.G. Nadeau (Ed.), A Comprehensive Guide to Attention Deficit Disorder in Adults. New York , NY: Bruner/Mazel, pp. 308-226.

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Mid-Career Job Crisis with AD/HD:

- **Don't let crisis situation discourage employability hopes**
- **When promoted to supervisor, AD/HD symptoms became a problem**

Nadeau, K.G. (1995). ADD in the Workplace: Career Consultation and Counseling for the Adult with ADD. In K.G. Nadeau (Ed.), A Comprehensive Guide to Attention Deficit Disorder in Adults. New York , NY: Bruner//Mazel, pp. 308-226.

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“...some adults with ADD find themselves almost incapable of functioning well in a job that does not hold their interest.” (p. 318)

Nadeau, K.G. (1995). ADD in the Workplace: Career Consultation and Counseling for the Adult with ADD. In K.G. Nadeau (Ed.), A Comprehensive Guide to Attention Deficit Disorder in Adults. New York , NY: Bruner/Mazel, pp. 308-226.

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“...the most important functions in career counseling with ADD/LD adults is to rebuild self confidence and self-esteem following their prolonged academic struggles and years of facing the prejudices of educators and employers.” (p. 312)

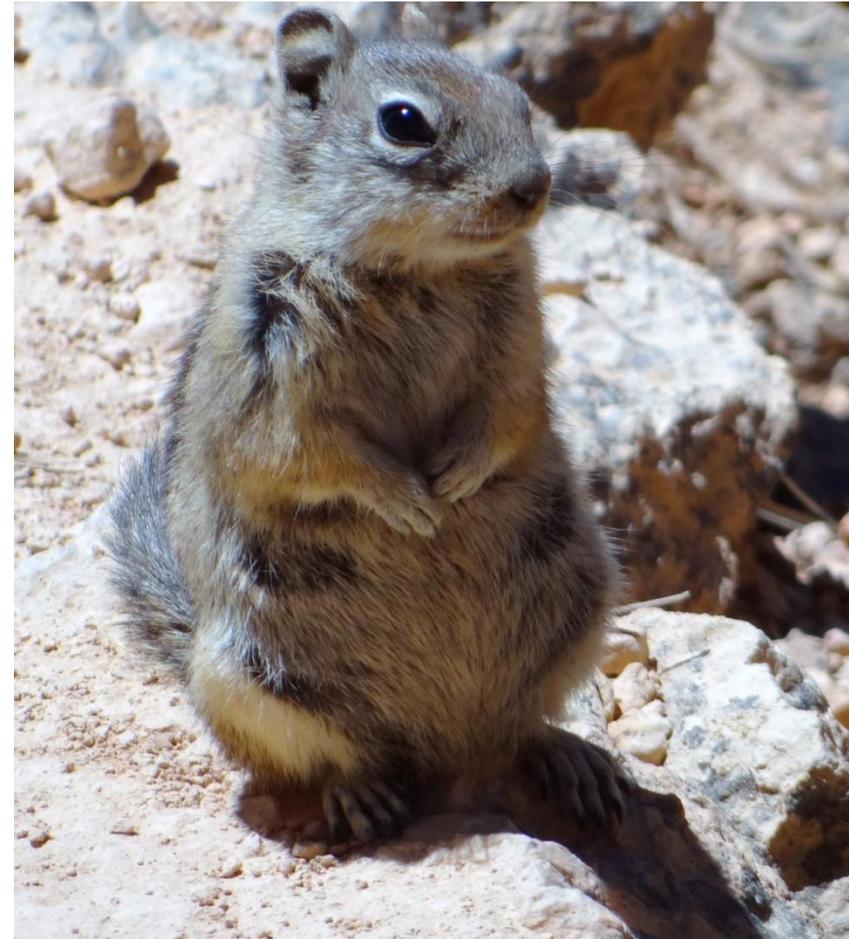
Nadeau, K.G. (1995). ADD in the Workplace: Career Consultation and Counseling for the Adult with ADD. In K.G. Nadeau (Ed.), A Comprehensive Guide to Attention Deficit Disorder in Adults. New York , NY: Bruner/Mazel, pp. 308-226.

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“Sometimes the difficulty lies with the lack of organizational and communication skills of many people with ADD. In other cases, the need for constant stimulation leads those with ADD to feel bored and frustrated at work, and hence more likely to quit or fail to flourish in their position.” (p. 115)

Murphy, K.R., and LeVert, S. (1995). Out of the Fog: Treatment Options and Coping Strategies for Adult Attention Deficit Disorder. New York, NY: Hyperion.

Barkley's Recommendations for Employers of Adults With AD/HD



Barkley's Recommendations for Employers of Adults With AD/HD

- 1. Understand AD/HD is a neurobiological disorder**
- 2. AD/HD Adults have a deficit in self-regulation compared to others**
- 3. AD/HD employees need directions spoken and written for them**
- 4. AD/HD employees have *time blindness* and need external time reminders**

Barkley's Recommendations for Employers of Adults With AD/HD

5. Long-term projects need to be broken down into many short-term projects
6. AD/HD employees need to check in with bosses much more than others
7. Working in teams can help them stay on task
8. AD/HD adults may do better with self-employment, commission work, and hourly wages
9. The AD/HD adult can set up their own *self-reinforcement* system
10. AD/HD adults tend to do better with physical work and work with social interaction

Barkley's Recommendations for Employers of Adults With AD/HD

- 11. AD/HD adults do poorly at tedious, boring and repetitive work. They do better with variety.**
- 12. Often they do not do well in team leadership positions due to their impulsivity**
- 13. Some AD/HD adults may need vocational assessment and counseling**
- 14. Some may need an AD/HD coach and/or professional organizer**

Barkley's Recommendations for Employers of Adults With AD/HD

- 15. Research has shown many with AD/HD are more alert in the mid-afternoon and evening; second shift work may work better**
- 16. Frequent short breaks and having a non-distracting work environment may be helpful**
- 17. Using sound suppression and/or music to block out distracting noise can help**
- 18. Encourage them to take medication if it has been found to be helpful for them**
- 19. Give reasonable accommodations under ADAAA**

Reference

Barkley, R.A. (March, 2013). Recommendations for Employers Concerning the Management of Employees with ADHD. ADHD Report, 21(2), 6-7, 13.

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Roadblocks AD/HD Adults Have with Work:

- Pervasive feeling of underachievement
- Feeling lazy, stupid, irresponsible
- Feel overwhelmed with life
- Always feeling like a misfit
- Lack of self-esteem



Sterns, S. (1995). Career Planning for Adults with Learning Disabilities and Attention Deficit Disorders. The Rebus Institute Report. 4 (1), pp. 1-2.

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Workplace Issues of AD/HD Adults:

- 1. Difficulty with transitions**
- 2. Difficulty with time management**
- 3. Difficulty with disorganization**
- 4. Difficulty with self-image**
- 5. Difficulty with others**



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Workplace Issues (Continued):

6. Lack of understanding of AD/HD
7. Inconsistency
8. Lack of self-management
9. Lack of self-advocacy
10. Lack of job life skills



Ratey, N., and Griffith-Haynie, M. (1998). Coaching to Improve Workplace Performance. Paper presented at the Fourth Annual ADDA Adult ADD Conference, March 26-28, Washington, DC.

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Not every AD/HD person fits into the same job!

Fellman, W. (1998). Career and Life Decisions with ADHD. Paper presented at the Fourth Annual National ADDA Conference, March 26-28, Washington, DC.



Workplace Accommodations



“Reasonable accommodations for individuals with disabilities must be determined on a case-by-case basis because workplaces and jobs vary, as do people with disabilities. Accommodations for individuals with psychiatric disabilities may involve changes to the workplace policies, procedures, or practices. Physical changes to the workplace or extra equipment also may be effective reasonable accommodations for some people.” (p. 39)

Latham, P.H., and Latham, J.D. (1997). Equal Employment Opportunity Commission Issue New Guidance on Psychiatric Disabilities and the ADA. Attention!, 4 (2), pp. 38-40.

Workplace Accommodations



Types of Accommodations in The Workplace:

- Accommodations provided by the employer
- Strategies to reduce AD/HD symptoms
- Professional assistance – AD/HD coach, etc.

Latham, P.H., and Latham, J.D. (1997). Equal Employment Opportunity Commission Issue New Guidance on Psychiatric Disabilities and the ADA. Attention!, 4 (2), pp. 38-40.

Workplace Accommodations

1. **More accountability to others**
2. **Shorter term goals**
3. **Externalize time**
4. **Report many times a day on tasks**



Barkley, R. A., (2002). Mental and Medical Outcomes of AD/HD. Paper presented at the 14th Annual CHADD International Conference, October 17-19, Miami Beach, FL.

Workplace Accommodations

Job Accommodations Network

P. O. Box 6080

Morgantown, WV 26506-6080

Voice/TTY (in US): 1-800-526-7234

Voice/TTY (Worldwide): 1-304-293-7186

Fax: 1-304-293-5407

E-mail: jan@jan.icdi.wvu.edu

Web: www.jan.wvu.edu/english/

Technology for Memory Difficulties

- **Watchminder 2:**
www.watchminder.com/
- **Record lectures with a digital device**
- **Time Management Organizer**
www.FranklinCovey.com
- **Professional Organizer:**
www.napo.org
- **California Closets:**
www.californiaclosets.com
- **Rolodex Organizer:**
www.franklin.com
- **Livescribe Smartpen:**
www.livescribe.com
- **Brookstone Wireless Keyfinder:**
www.brookstone.com/Wireless-Key-Finder.html
- **Get 168 hour desk blotter**
- **Timers**