



# ADHD Wellbeing Pack

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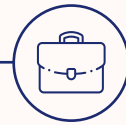
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## An introduction to ADHD

Attention Deficit Hyperactivity Disorder (ADHD) is a **relatively common lifelong mental health condition** that affects an estimated **1 in 20 individuals**.

ADHD can be diagnosed at any stage in life and can affect anyone, regardless of gender or ethnicity.



### ADHD defined

A neurodevelopmental disorder characterised by **inattention, or excessive activity and impulsivity**.

## The problem of the name

Often described as the worst-named mental health condition, Attention Deficit Hyperactivity Disorder **contains two negatives in Deficit and Disorder**.

Hyperactivity is in the name but is not an absolute requirement. There isn't a deficit of attention; rather there's a **deficit in channeled attention**, or a lack of steering of that attention. Understeering that manifests as inattention and oversteering that manifests itself as hyperfocus.



Seen as the worst  
named mental  
health condition



Hyperactivity is  
not an absolute  
requirement



There's a deficit  
in channeling or  
steering attention



Understeer is  
inattention, oversteer  
is hyperfocus

## The three (3) types of ADHD

The three main types of ADHD are characterised by differing levels of hyperactivity/impulsivity and inattention:

1

### Predominantly Hyperactive-Impulsive

"Internal energy that must be used."  
Fidgeting or moving. Talking excessively. Constantly in motion. Impatience. Difficulty waiting. Interrupting conversations.

2

### Predominately Inattentive

"Impaired ability to control attention."  
Difficult to focus. Easily distracted. Difficulty maintaining focus on one task.

3

### Combined type

The majority of people have combined type. The ratio of combination varies widely.

Presentation usually changes with increasing age.



# Inattention, impulsivity and hyperactivity

These three characteristics often manifest as follows:

Inattention	Impulsivity	Hyperactivity
<b>All three individually – or combined – create difficulty in task starting, task completion and keeping to time.</b>		
Difficulty maintaining attention (looks like short attention span)	Often interrupting others in conversation	Internal drive to move constantly
Difficulty listening to others	Taking undue risks, making decisions too quickly	Difficulty remaining in place
Difficulty attending to detail	Lack of thought / consequence	Excessive fidgeting
Easily distracted. This is increased when a task is boring	Trouble controlling emotions	Difficulty engaging in quiet activities
Forgetfulness (from inattention to detail)	Often feeling more intensely, then acting without thinking	Losing or forgetting things repeatedly and often
Excessive talking		

## The impact these characteristics have on employees with ADHD



### Task starting and completion

All these characteristics contribute to challenges in task management, including starting a task, staying on task - and/or jumping between tasks - and completion.



### Timeliness

Keeping to a schedule or meeting a deadline is significantly more challenging.



### Hyperfocus

Concentrating on one thing for long periods, with no regard for time and at the cost of other objectives. This can be a problem if an individual zooms in on the wrong thing or for too long.



## The positive traits of ADHD



### Creativity

Diffuse attention

Flexible associative memory

Impulsivity



### Great in a crisis

Absorb information quickly

**“ADHDers eat chaos for breakfast.”** Crisis info crunching is ‘just a normal Tuesday’.



### Positive hyperfocus

Ability to focus on one task to the exclusion of all else

Can be effectively used to complete major tasks.

## Role models diagnosed with ADHD

The following celebrities have carved their successful paths with ADHD. They show the power of getting it right for someone with ADHD:



**Heston Blumenthal**

Chef and culinary inventor



**Jamie Oliver**

Chef and entrepreneur



**Michael Phelps**

Successful Olympian



**Ingvar Kamprad**

Founder of IKEA



**Simone Biles**

American gymnast



**David Neeleman**

Founder of 5 airlines

# Self-management

## Insight and education

<b>1</b>	<b>Be sure of the diagnosis.</b> Make sure you're working with a professional who understands ADHD.	<b>2</b>	<b>Be yourself.</b> Give yourself permission to be yourself. Don't try to be the person you always thought you should be.
<b>3</b>	<b>Coaching.</b> To help you get organised, stay on task, give you encouragement and gentle reminders.	<b>4</b>	<b>Educate yourself.</b> The most powerful treatment for ADHD is understanding ADHD in the first place.
<b>5</b>	<b>Realise what ADHD is not.</b> Make sure to research what actually causes ADHD and what does not.	<b>6</b>	<b>Encouragement.</b> People with ADHD need encouragement to counteract accumulated self-doubt.
<b>7</b>	<b>Understand stimuli.</b> Understand that you are drawn to high stimuli. Try to choose them wisely.	<b>8</b>	<b>Educate and involve others.</b> It is important for those around you to understand the concept of ADHD.
<b>9</b>	<b>Join/start a support group.</b> Groups are really helpful in giving the kind of support that is so badly needed.	<b>10</b>	<b>Welcome feedback.</b> Listen to feedback from trusted others. People diagnosed with ADHD are poor self-observers.



11

**Eliminate negativity.**

Try to get rid of the negativity that may have infested your system.

12

**Remember**

ADHD is not a weakness in character, it is a neuropsychiatric condition. It's caused by biology.

# Self-management

## Performance management

1

**External structure.**

Structure is an integral part of managing the symptoms of ADHD. Tedious to set up, but it works!

2

**Create structure.**

Make use of lists, colour coding, reminders, notes to self, rituals and files.

3

**Colour code.**

People with ADHD are generally visual people. Make things memorable with colour.

4

**Use creative flair.**

Try to make your environment as welcoming and stimulating as possible. Use pizzazz.

5

**A rewarding system.**

Set up your environment to reward yourself, rather than to demotivate/deflate.

6

**Plan ahead, have a plan B.**

Just in case something does not go according to plan, you will have a back-up.

7

**Embrace the challenge.**

Embrace challenges. ADHD people thrive with many challenges.

8

**Set deadlines.**

Give yourself timelines to get tasks or activities done efficiently and on time.

9

**Break down large tasks.**

Break down large tasks into small ones. Attach deadlines to the small parts.

10

**Prioritise.**

Avoid procrastination. If things get busy, the adult ADHD person often loses perspective.



11

**Take notice.**

Notice how and where you work best. People with ADHD often do their best under odd conditions.

12

**REMEMBER**

It is okay to multi-task, do what you're good at and leave time to gather your thoughts.

# Self-management

## Mood management

1

**Set aside a 'blow out' time.**

Set aside some time in every week for just letting go. Let loose in a safe way.

2

**Recharge your batteries.**

Take a nap, watch TV, meditate. Something calm, restful, at ease.

3

**Choose helpful addictions.**

This includes exercise. Try to make this something positive and beneficial to you.

4

**Understand your moods.**

Understand mood changes and ways to manage these. Know that they will pass.

5

**Have a mood lift strategy.**

Have a list of friends to call, a happy song. Your moods will pass, you are okay.

6

**Advocate yourself.**

Learn to get off the defensive. It is unnecessary to always put your case forward.

7

**Enjoy the moment.**

Let the feeling of success last. You will need to train yourself to do this.

8

**Exercise.**

Exercise is positively one of the best treatments for ADHD. Work off energy and aggression.

9

**Have a supportive partner.**

Your choice in partner is crucial. Choose someone that will help you thrive.

10

**A sense of humour.**

Learn to joke with yourself and others. Be relaxed about your symptoms.



11

### Schedule time with loved ones.

It is important to stay connected to other people. Adhere to these schedules.

12

### REMEMBER

Pay compliments, notice others, set social deadlines and join support groups.

Source: Learning Assessment and Neurocare Centre  
Edward M. Hallowell, M.D. and John J. Ratey, M.D. Copyright (C) 1992

Source: Adult ADHD UK Welfare Pack V1 | 160921

## Where to get support

### What to do in a mental health crisis:

Call 999, 111 or seek help from your local Mental Health Crisis Team.

[Click here](#)

If you feel that you might not be able to keep yourself safe, please go to the nearest A&E. There will be mental health help available for you.

### Self-Referral for NHS provided therapy:

NHS - Find an NHS psychological therapies service (IAPT)

[Click here](#)

### Samaritans: 08457 90 90 90

The Samaritans service is available 24 hours a day for people who are experiencing feelings of distress or despair, including those which may lead to suicide.

### Mind: For better mental health: 0300 123 3393 (Mon – Fri 9am-5pm)

Mind provides information on a range of topics including types of mental distress, where to get help, drug and alternative treatments and advocacy, and provides details of help and support for people in their own area.

## Support in the workplace

### Remploy

Access to Work Mental Health Support Service

[Click here](#)

### Access to work

Government support in the workplace

[Click here](#)

### PIP

Personal Independence Payment (PIP) can help with extra living costs

[Click here](#)





## Support for university

<b>NUS</b>	The National Union of Students	<a href="#">Click here</a>
<b>DSA UK</b>	Disabled Students' Allowance	<a href="#">Click here</a>
<b>Kooth</b>	Online mental wellbeing community	<a href="#">Click here</a>

## ADHD support resources

<b>AADD-UK</b>	The site for and by adults with ADHD	<a href="#">Click here</a>
<b>ADDA</b>	Empowering adults with ADHD	<a href="#">Click here</a>
<b>ADDISS</b>	ADHD Information Services	<a href="#">Click here</a>
<b>ADHD Foundation</b>	The neurodiversity health and education service	<a href="#">Click here</a>

## General support

<b>Psychiatry UK</b>	The UK's leading online psychiatric service	<a href="#">Click here</a>
<b>NHS</b>	Helping you take control of your wellbeing	<a href="#">Click here</a>

Disclaimer: These resources are shared to provide information and help with your reported symptoms/presentations. This does not confirm a diagnosis.