



INTRODUCTION TO ADHD

Enhancing Your Response to Employees with Mental Health Challenges

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The Three Rs

RECOGNIZE a mental health problem

REFER to a mental health professional

RELATE to those in distress

Understanding ADHD



What is ADHD?

ADHD stands for Attention deficit hyperactivity disorder. This condition includes difficulties retaining attention, hyperactivity, and impulsiveness



What is ADHD?



It is a persistent pattern of inattention and/or hyperactivity-impulsivity that interferes with the functioning or development.



RECOGNIZE

a mental health problem

Symptoms of ADHD in Children



- Frequent daydreaming
- Fidgeting
- Trouble sitting still
- Interpersonal issues



**The content discussed in this presentation does not provide medical advice. It is intended for informational purposes only. It is not a substitute for professional medical advice, diagnosis, or treatment.*

Symptoms of ADHD in Adults



- Internal restlessness
- Hyper fixation on a hobby/project and then losing interest
- Issues managing time (tardiness)
- Issues managing money (impulse spending, overspending etc.)



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Types of ADHD

- ADHD, Predominantly Inattentive Presentation
- ADHD, Predominantly Hyperactive Presentation
- ADHD, Combined Presentation

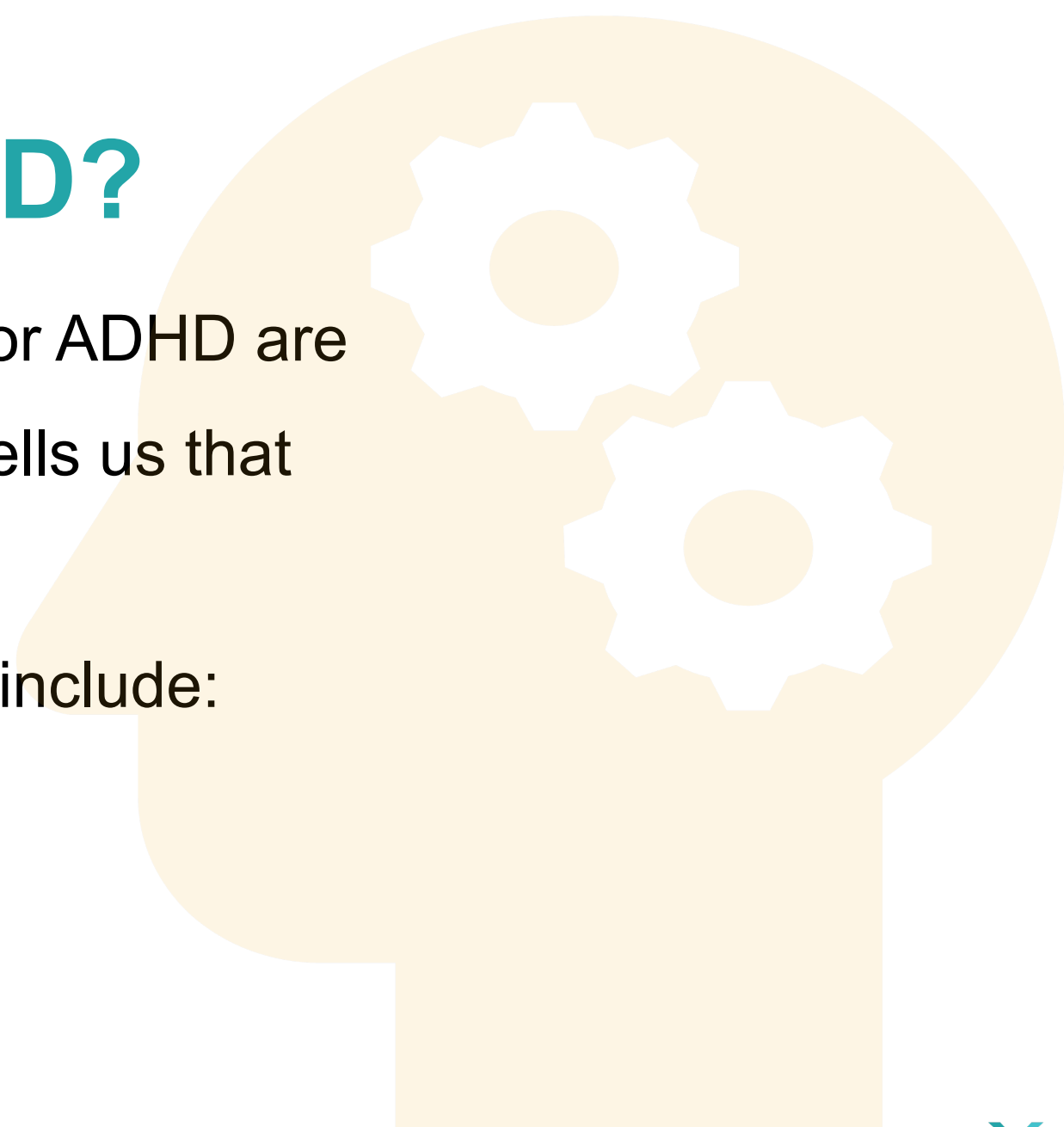


What Causes ADHD?



What Causes ADHD?

- The cause(s) and risk factors for ADHD are unknown but recent research tells us that genetics are critical
- Besides genetics other factors include:
 - Brain Injury
 - Pregnancy and birth factors



REFER

to a mental health professional



Treatment Options

- In many instances a combination of several treatments will be most effective.
 - Psychostimulants
 - Behavior modification therapy

The Right Mental Health Provider

- Primary Care Doctor (General Practitioners)
- Counselors (LPC)
- Therapist (LMFT)
- Psychiatrist (MD, DO)
- Hospital & Treatment Facilities



RELATE

to those in distress

Relating to those with ADHD

- Learn more about ADHD
- Focus on their strengths
- Be patient
- Don't shame
- Work on finding solutions together (apps, alarms, notes)
- What adjustments need to happen for their success? (University, workplace etc.)



Relating to those with ADHD

- Plan out the day
- Celebrate positive behaviors
- Encourage your loved one to find incentives that work for them
- Encourage Physical activity
- Support Groups



Gateway to Hope Resources:



FACT SHEET



RELATE SHEET



TOPIC BLOG



FACT SHEET

ADHD

About ADHD

ADHD is a neurodevelopmental disorder that affects an individual's ability to focus. ADHD can also affect an individual's ability to function in daily activities depending on the severity and can interfere with interpersonal relationships. Treatment for ADHD includes therapy and/or medication.

ADHD Facts



ADHD Symptoms are Present in Two or More Settings

To meet the criteria to be diagnosed with ADHD, several symptoms must be present in two or more settings. For example, difficulty focusing at school as well as driving difficulties due to being distracted.



Individuals with ADHD Display Certain Strengths

Those with ADHD have strengths. If the task is something the individual is highly interested in, they often find themselves in a hyper-focused state. Individuals with ADHD can also be spontaneous, creative, and think outside of the box!



Different ADHD types have different symptoms

There are three different types of ADHD. Those who have Predominantly Inattentive Presentation will typically display symptoms such as difficulty focusing, finishing tasks, and following conversations. Individuals with Predominantly Hyperactive-Impulsive Presentations will fidget and struggle to sit still. Those with Combined Presentation have symptoms of both subtypes.



Prevalence

6%

of children in the U.S. are diagnosed with ADHD



Most individuals who get diagnosed with ADHD will get diagnosed in their school-aged years. Some people will never seek nor receive a diagnosis.





RELATE SHEET



Follow these tips to cultivate a productive work environment. These tips also serve as a guide to support those who experience ADHD. The **Pomodoro Method** is a time management technique that can improve focus for anyone.

- ✓ Keep a Schedule
- ✓ Visual Reminders
- ✓ Organize Your Work Area
- ✓ Find a quiet place
- ✓ Block out distractions
- ✓ Break up tasks into smaller items
- ✓ Reward Yourself for Completing Tasks

The Pomodoro Method

Work for 1 Pomodoro



After Each Pomodoro
take a 5 minute break



After 4 consecutive cycles,
take a longer 25 minute break



25 Minutes = 1 Pomodoro

RELATE: TOOLS & APPLICATION





TOPIC BLOG



ADHD IN THE WORKPLACE

Inability to Focus vs. ADHD

Maintaining focus is a difficulty most individuals will struggle with. With the increasing amount of distractions available at our fingertips maintaining focus at work is something many employees struggle with. Being under constant stimuli adds to the distractions we face as well as other factors such as sleep and stress.



According to a 2007 study, sleep deprivation significantly affects cognitive function. Sleep deprivation not only affects you in the short term, but long-term effects include implications to your memory and decision-making. (Alhola & Polo-Kantola, 2007).

Stress in a healthy dose is helpful but an overwhelming amount of stress can reduce your performance and productivity.

If you find yourself struggling to maintain focus due to stress or a loss of sleep, you will likely benefit from lifestyle changes, or therapy to adopt ways to better manage stress in a way that doesn't impede on your ability to focus. Although ADHD is a term that is commonly used to describe a difficulty to focus, it is a diagnosable mental health condition. The reality is, a vast majority of people do not have ADHD, but those who do will display varying degrees of severity as well as different symptoms.

ADHD in the Workplace

Employees with ADHD will face challenges in the workplace. These individuals will struggle to stay on task, meet deadlines, and may change jobs more frequently. It is common for those who have ADHD, to be easily distracted, and display tardiness and absenteeism. These individuals may also become hyper-fixated on projects that interest them while forgetting to tend to other responsibilities.

Treatment for ADHD symptoms includes changing behaviors to manage focus. Some individuals with ADHD will also take ADHD medication, such as stimulants.

RECOGNIZE

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The Hope Line
(832) 831-7337
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Open daily 5-8pm
*In case of emergency

HHCI Hope and Healing Center & Institute

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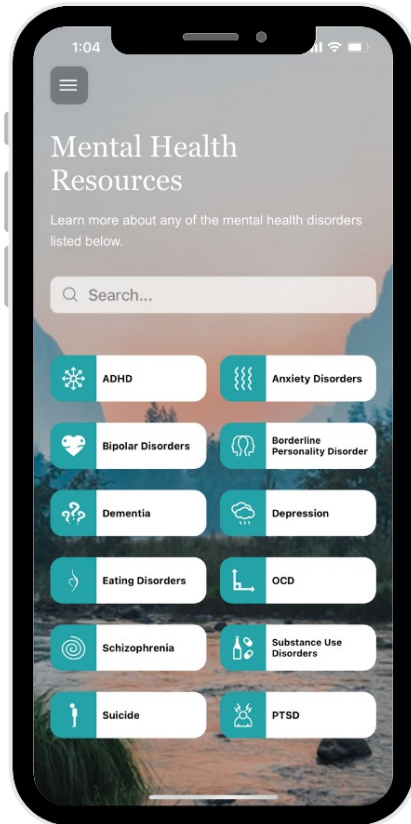
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Mental Health Gateway Websites



MentalHealthGateway.org
MentalHealthGateway.org/es

Mental Health Gateway App



Mental health resources

- PDFs
- Videos
- Guides and Workbooks

Easy access to trainings

Special features for Mental Health Coaches

- Forum
- Access to GTH Provider database

Support From the CEC's



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