



The Extent To Which ADHD is Accommodated in the Workplace

Katie Baumann
J.R. Arnold High School

For more information, contact:
Katie Baumann
550 Alf Coleman Rd, Panama City
Beach, FL 32407
(850)-890-0694
Xbaumkg@baystudent.org

Abstract

Objective: The goal of this research was to figure out what accommodations employed adults with ADHD are given, if any.

Methods: A survey was sent out to several participants to learn about their ADHD and work experiences.

Results: Most adults are not accommodated for their ADHD in the workplace.

Objectives: The Purpose of this research was to find a connection between adults with ADHD and how they are accommodated for in the workplace.

Limitations: Due to specific requirements for this research, finding participants was difficult, so it is difficult to apply this research to a large population.

Conclusions: Most participants do not feel properly accommodated for, although a lot of them do feel understood.

Implications: ADHD, while it is not given legitimate accommodations, is still treated with understanding and patience in the workplace.

METHODS: A survey was created and posted on Facebook asking about ADHD and Workplace conditions.

Do you feel as though your ADHD is properly accommodated?

8 responses



Only 25% of participants feel as though their ADHD is properly accommodated.

Analysis

What accommodations are you given at work for your ADHD?

8 responses

None

Nothing other than understanding

Good grades - for when I feel something at work

Sometimes extensions on projects

hardly any accommodations, more about understanding loss

None

Most adults feel as though they don't receive accommodations, but are understood well.

Results

There was a decent mix in results amongst the participants. Overall, most adults do not receive accommodations, but it is not too much of an inconvenience.

Discussion

ADHD, as well as other mental health conditions, are just as important as physical health conditions. This means that it should also receive accommodations, such as extra reminders and looser deadlines. Most adults are not given accommodations for their ADHD, but this may not be too serious of an issue. Several adults believe that they do not need serious accommodations, and some are happy with just patience and understanding. Others, however, feel like their ADHD is misunderstood and leads them to being harshly judged. If ADHD were better understood, then accommodations might not even be

Why do you feel this way about your accommodations?

8 responses

NA

Not applicable

I don't think I need additional support; I just need to slow myself down and I won't make the mistakes

Realistically, it's difficult for me to completely get accommodations that meet my needs because my needs change daily. Thankfully I have some people who are very flexible to this, but not always.

Teachers complained and judged me.

I don't know

I've had to switch many jobs due to people misunderstanding me and my symptoms. I fall in the functioning high IQ but I've also been dealing with a lot