



JULY 2024

Adelaide Adult ADHD Newsletter

Adelaide Adult ADHD is a community and a voice for adults with ADHD.

Dear all,

We are pleased to provide you with the July 2024 Adelaide Adult ADHD newsletter which you can also read [online here](#).

Our main story this month is a reflection on adult ADHD in the workplace, and some tools that leaders can consider using to keep moving the inclusion conversation forward.

Please feel free to share this newsletter. Take care.

ADULT ADHD IN THE WORKPLACE

Laws and language in society are slowly becoming more inclusive and representative but there is still a long way to go from talking-the-talk to walking-the-walk. This is true of so many groups of people, and being true for one group does not make it any less true for others.

Many adults with ADHD are torn in multiple directions when it comes to disclosing their diagnosis at work. They are torn between not being ashamed of their neurodivergence, while remaining unwilling to share or talk about their experiences for fear of negative professional impacts, while also feeling that their sense of being 'other-ed' is not as valid or worthy of acknowledgment as those of other groups.

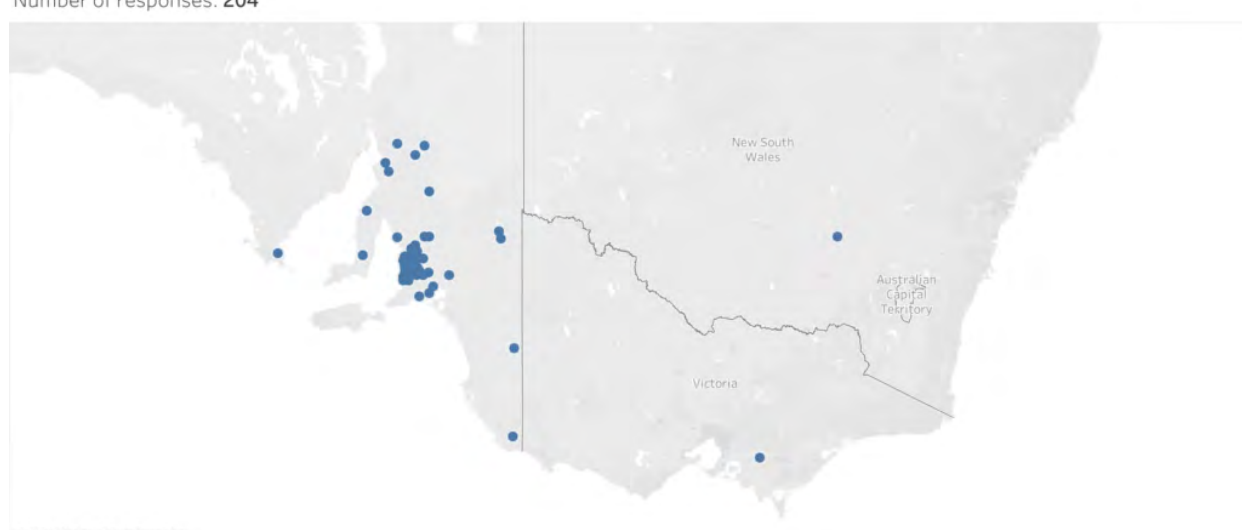
While laws make it unlikely that anyone could lose their job for the stated reason of having ADHD, it is not unreasonable to fear that promotion, progression, additional training or other opportunities could begin to dry up following a disclosure.

Neurodivergence in most workplaces remains a diversity to be tolerated and managed, rather than understood as a mine of unique skills and talents.

There is no silver bullet for the challenge of making workplaces genuinely and successfully inclusive (of all groups), however, every step in that direction is valuable. For example, businesses can choose to actively advocate for neurodiversity by sponsoring sessions such as the Auticon ['Neurodiversity in the workplace'](#) training program for teams and managers, or any of the Neurodiversity inclusion courses delivered by [The Neurodiverse Safe Work Initiative](#).

WHERE YOUR ADULT ADHD COMMUNITY IS

Number of responses: 204



Help us, and help others, understand you and your community.

Learning about the people who make up this community can help reduce feelings of isolation, and build a voice for support for adults with ADHD.

LEARN MORE ABOUT YOUR COMMUNITY

BE PART OF THE PICTURE

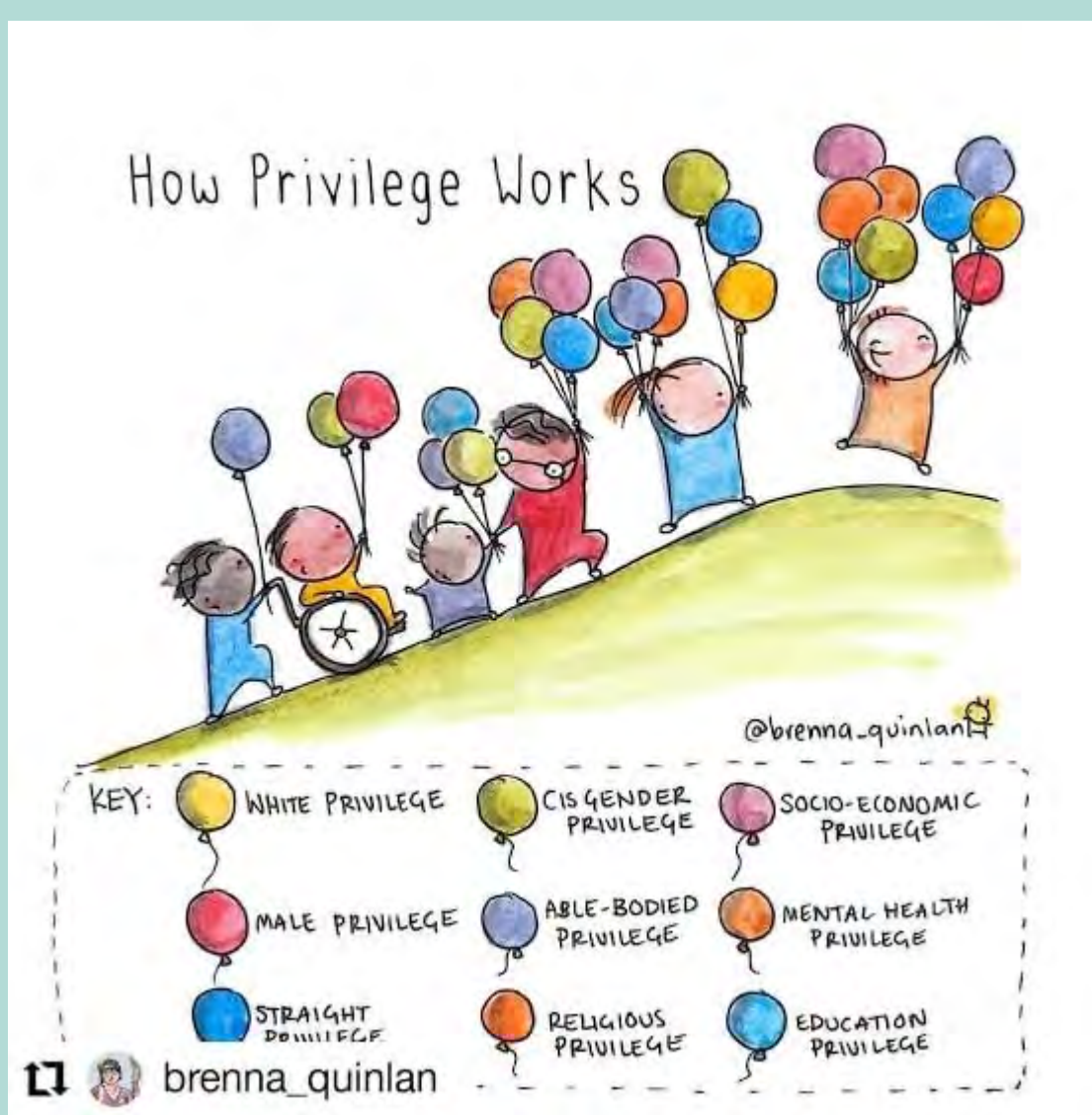
(completely anonymously)

MEMBER STORY

PERSPECTIVES

We don't have any member stories to share this week, but the following image might be a useful addition to the reflection in our main story. It is possible to acknowledge our privileges and our challenges at the same time, and to honour the times we are carried by the former and the times we are burdened by the latter. Be kind to yourselves.

We all have a stories to tell and tips to share. We're always listening, learning and looking to understand.



SHARE YOURS

NEW ON THE ADELAIDE ADULT ADHD WEBSITE

ADULT ADHD IN THE WORKPLACE - *The Conversation*

In April this year The Conversation published an article about how employers can support their neurodivergent employees. The article acknowledges both the challenges and benefits of neurodiverse staff, and makes some useful suggestions for supporting these employees. A key quote from the article is: **"Perhaps the worst thing an employer can do is overlook neurodivergence as being present in the workplace. Ignorance, whether wilful or not, will lead to inaction."**

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