



Supporting Employees with ADHD: A Workplace Strength, Not a Setback

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In today's diverse workforce and society, many employees bring unique perspectives and strengths —employees with ADHD are no exception to this rule. Often times, employees with ADHD (Attention Deficit Hyperactivity Disorder) are misunderstood as it isn't just about interruption or restlessness. It's also about innovation, creativity, energy, and hyper-focus when tasks align with passion or interest.

Employees with ADHD often thrive in dynamic environments that value creativity, rapid problem-solving, and unconventional thinking. At the same time, they may encounter difficulties with tasks that require sustained focus, organization, or time management—especially when the work is less engaging. With the right support systems in place—like flexible scheduling, clear and consistent communication, structured processes, and feedback delivered without judgment—they can excel. Rather than viewing ADHD as a limitation, employers should see it as part of a broader commitment to neurodiversity. Embracing and understanding these differences creates stronger, more inclusive teams which can unlock potential wherein everyone benefits.

Creating a supportive workplace isn't just good for employees with ADHD—it's good business. For more information on how to support employees with ADHD, one website to visit: [Askjan.org](https://www.askjan.org).

