

ADHD-going into adulthood



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Employment

The behaviours associated with ADHD can sometimes negatively impact on a child's education. However, research has shown that characteristics of ADHD can positively impact employment in adulthood.

The characteristics of ADHD are well suited to jobs that:

- Have a good fit with individual interests and skills
- Have a structured work day
- Allow opportunities for movement
- Offer stimulation
- Offer regular feedback



Research has found that ADHD does not affect the likelihood of being a wage earner or being unemployed. It was found that ADHD qualities have a positive impact on the associated characteristics of being an entrepreneur:

- The need for achievement
- Independence
- Creativity
- Attitude to moderate risk taking

(Dimic & Orlov, 2016)

Job support

Exceptional Individuals (exceptionalindividuals.com)

Exceptional Individual's works with companies to provide inclusive jobs for Neurodiverse people. They also offer one to one coaching sessions for individuals for advice and support with applications. Some of their partners include:

- Ryman Stationary – the UK's leading stationary and office supplier
- Ford
- Financial Times – world's leading global business publication with media, marketing, data and more
- Roche – Global pharmaceutical company
- Universal Music Group

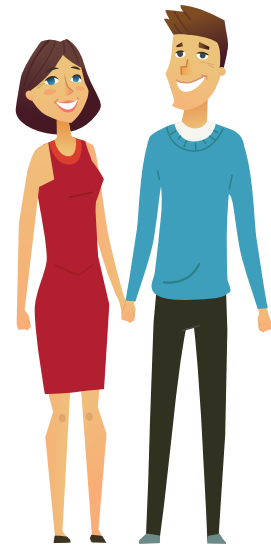
Useful links

- **The ADHD Foundation** - <https://www.adhdfoundation.org.uk/>
- **Best jobs for people with ADHD** - <https://www.healthline.com/health/adhd/best-jobs>
- **ADHD in the workplace** - <https://www.unison.org.uk/motions/2018/disabled-members/adhd-in-the-workplace/>

Relationships

Nearly identical proportions of men and women with and without ADHD reported experiencing a romantic relationship in their lifetime.

- Adolescents with ADHD had more romantic partners than their typically developing peers.
- Females with ADHD reported shorter romantic relationships than their Neurotypical counterparts, however males with and without ADHD reported similar relationship lengths.
- Young adults with and without ADHD reported similar levels of relationship quality, as assessed by levels of social support and negative interactions. (Rokeach & Wiener, 2014)



Relationships in the 'Real' World

Strengths as a result of ADHD

Spontaneity -

'My husband loves my spontaneous, never-say-die attitude'

(ADDitude – inside the ADHD mind): <https://bit.ly/3op3Fap>

Hyperfocus -

'When I work hard, I use my hyperfocus to our advantage'

Creativity -

'Creativity makes daily life and special occasions interesting'

Difficulties as a result of ADHD

Disorganisation and forgetfulness can mean unreliability

Attention deficits leading to reduced focus on domestic tasks such as bills, child care and household chores

Poor concentration can look like someone is not interested in conversation.

(The ADHD Clinic): <https://www.youtube.com/watch?v=sVF2FmX8xuk>

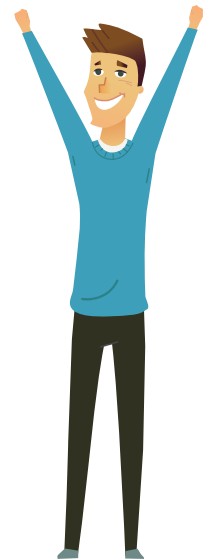
Useful links

- **A video on ADHD and Relationships** - <https://www.youtube.com/watch?v=sVF2FmX8xuk>
- **How to make friends: A guide for kids with ADHD (and their parents too)**
<https://adhdireland.ie/how-to-make-friends-a-guide-for-kids-with-adhd-and-their-parents-too/>

Independence

Individuals with ADHD can live independently, however due to the symptoms associated with ADHD they may have difficulty performing everyday tasks. Ek & Isaksson (2013) wrote that individuals with ADHD tend to be passive and have difficulty initiating, planning, structuring and organising everyday activities.

There is a myth that ADHD is just a childhood disorder, however ADHD can be a lifelong disorder that is experienced in adulthood. The prevalence of ADHD in childhood is 5-10%, in adulthood the prevalence is 3-5% (Ek & Isaksson, 2013)

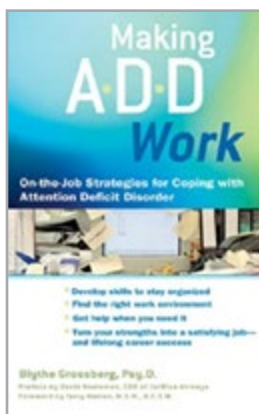


Useful links

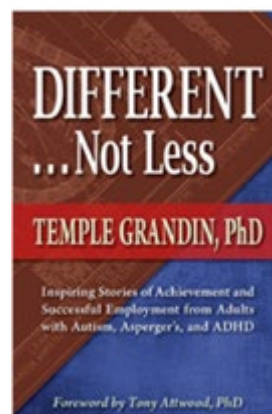
- **North Lincolnshire SEND Local Offer – Preparing for Adulthood (Education and Employment, Independent Living, Friends Relationships and Community, Good Health)**
<http://www.northlincslocaloffer.com/>
- **Personal Independent Payments**
These can help with some of the extra costs if you have a long term ill-health or disability
<https://www.gov.uk/pip>
- **ADHD Care - Helpful resources for children, young people and adults with ADHD**
<https://www.adhdcare.co.uk/?p=online.resources>

Useful books

Employment



Making ADD Work — Career consultant and psychologist Blythe Grossberg offers advice on managing A.D.D. symptoms that arise during daily work routines-and provides insights from well-known entrepreneurs, CEOs, professional athletes, and others afflicted with the condition who paved their way to success.



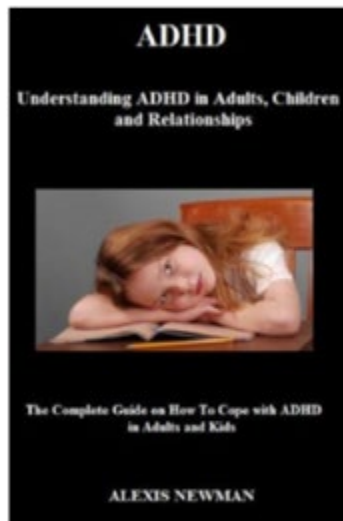
Different, not less — This book is a compilation of success stories from adults with ADHD, Autism and Asperger's Syndrome. Each shares what helped them during their childhood and young lives that made them the independent adults they are today.

Useful books

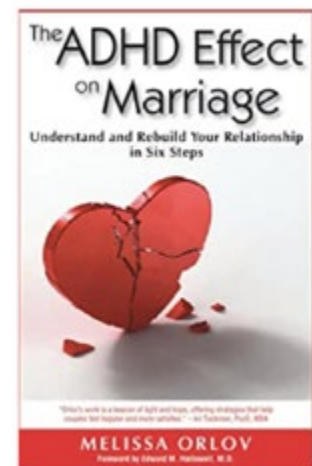
Relationships



Howard B. Wigglebottom Learns We Can All Get Along — This book guides individuals to learn ways to respect and get along with your friends and be in harmony and peace.

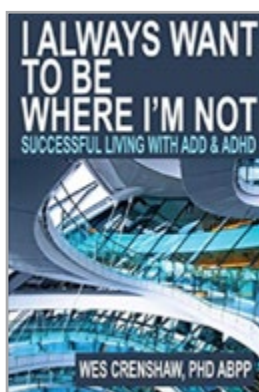


ADHD: Understanding ADHD in children, adults and relationships — This publication was created to help both adults and children understand and cope with the effects of ADHD.

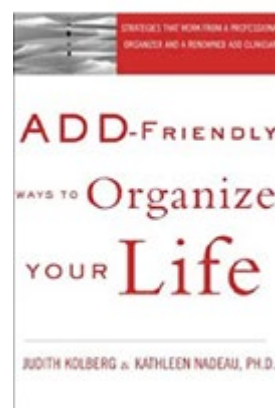


The ADHD Effect on Marriage — This book guides individuals towards an understanding and appreciation for the struggles and triumphs of a relationship affected by ADHD disorder in a more positive and less disruptive way.

Independence



I always want to be where I'm not - offers thirteen principles for living with ADD and ADHD — Written in an entertaining, conversational style for readers aged fifteen and up, Dr. Wes pulls no punches in confronting the cognitive, social, emotional, and academic pitfalls people with ADD face every day.



ADD-friendly ways to organise your life — Offers advice that ranges from self-help to the help of professionals. Thus it permits the reader to decide where they are at personally in the organizing process, and what level of support will be most beneficial to their unique situation.