

Q: What toll can ADHD take on adults at work? Can it make doing certain tasks more difficult?

A: Dr. Steve Pomedli, Medical Director, Group Benefits, Manulife, Cleveland Clinic Canada: "ADHD can manifest itself differently in the workplace, depending on the individual, their symptoms, and the specifics of the workplace environment. Attentional symptoms can appear as distractibility and difficulty following along in meetings or conversations, or challenges with more detailed work, planning or timeliness. Hyperactivity symptoms can manifest as a need to move or change positions frequently, a drive to stay busy and multitask, or difficulty with more repetitive tasks. Impulsivity symptoms can appear as a tendency to speak out of turn, interrupt, or a low tolerance related to frustration. Despite these symptoms, however, it's important to recognize that individuals with ADHD bring many key assets to the workplace, and are an important part of a business' workforce. And, fortunately, many of these symptoms can be addressed through a combination of specific treatments or accommodations and a supportive workplace environment."