

Q : What workplace accommodations could an employer consider for someone with ADHD?

A: Dr. Steve Pomedli, Medical Director, Group Benefits, Manulife, Cleveland Clinic Canada: “Recognizing that people with ADHD bring their unique assets and skills to the workplace, individualized accommodations at work can address specific needs and help these employees further flourish and meet their potential. These types of accommodations can include additional structure around planning, organization and time management. For example, these might include written guides for task sequences, more regular check-ins with supervisors, assistance with the prioritization of competing tasks, or flexible breaks to best support the employee’s productivity. Other modifications can help reduce or overcome distractions, such as creating quieter work spaces or allowing the use of noise-cancelling headphones, using task tracking or reminder apps, and offering the opportunity to record and review meetings. And importantly, workplaces can also strive to ensure that employees with ADHD have the benefits and coverage they need, including initial ADHD screening or diagnostic services, and the key treatments and therapies they need to address their symptoms.”