

Q: Does a stigma still exist surrounding ADHD?

A: Dr. Steve Pomedli, Medical Director, Group Benefits, Manulife, Cleveland Clinic Canada:

“Individuals with conditions that are related to mental health and mental well-being continue to face significant stigma in many environments, including in the workplace. In the case of ADHD, stigma can relate to the mis-understanding of ADHD as only a childhood illness, as well as attitudes which minimize the impact of the symptoms, and beliefs that individuals with ADHD can’t contribute to the workplace as effectively as others. As a result, many employees may not want to disclose their diagnosis or openly discuss their need for accommodations with managers or their workplace, fearing that they may be unfairly judged or that they may have knowledge of this diagnosis impact their career. Fortunately, workplaces can combat this stigma by ensuring that employees (including managers and leadership) are aware of the condition, its manifestations and impact on individuals at their organization, and ways in which accommodations and the appropriate workplace supports can go a long way in helping employees be at their best.”