

Notes from April 17

*Working with others living with ADHD-wired brains (diagnosed or undiagnosed) and setting boundaries*

### **What is our experience with sharing our diagnosis? At work, in class (university)**

Experienced feelings of vulnerability, at mercy of others having an understanding of what ADHD actually is

Options – express as “work styles” (taking notes, getting written instructions for example)

Experience with HR being “loyal” the business, not necessarily protective of the employee  
Necessary to understand the culture, structure

Shared one-on-one blurting it out resulting from repeated interrupting, not worried about losing job but felt weird – felt like oversharing

Requested accommodations through HR

Overshared when felt like relationship had become more friendly after several years, group in person and had been sharing across the group

[Teacher → ID ADHD students and see as a gift because they do ask questions, they do engage, they are curious and keep things moving]

In another country – is seen as “Health and Safety” and accommodations are part of new employee orientation for ALL employees

### **How do we manage ours or others’ behaviors, experiences, reactions, responses if we know or don’t know the other is neurodivergent?**

Remain calm when recognize others’ emotional dysregulation

Explain assignments, requests in multiple ways

Express gratitude for questions being asked

Express the boundary (if power dynamic allows)

Find a way to disengage from situation, setting

Remember it’s not our job to fix them or fix it

Use neutral language, neutral tone, limited interaction (thinking in meeting settings)

Acknowledge and summarize the person’s comments, utilize parking lot in meetings, move on  
“Surround, Ground, and Shield” before going into setting where (understand our empathic trait, our sensitivities and practice creating separation from others)

Remove personalization (don’t take it personally, avoid delivering things in a too personal way)

Speak and act from place of accepting ourselves as who we are, whole 😊

Apply what we learn from other experiences and knowledge building (alternative approaches, broader application of metaphysics)

Embrace curiosity when dealing with other neurodivergent individuals' behaviors that bug us

**In social settings, how to handle those who interrupt all the time?**

With close friends, can say it's hard to hold train of thought so hold that comment

In others, ask politely to allow finish the thought and hand off for their thoughts or ask for one question at a time or which question would you like me to answer first

When another person is being interrupted, step in to build community and create space for the one being interrupted so we stand up for each other

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**Next Week: All About Boundaries**

*Other topics for future sessions*

*Hypersensitivity*

*Dealing with complex issues and complicated matters like new technology*