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## Different Kinds of Minds --- Turning Challenges to Success in the Workplace

In the world of work adults are all faced with responsibilities, expectations and challenges. Some adults have a more challenging time than others.

### How many of these statements sound like you?

*You have a schedule filled with unfinished to-dos and endless projects to finish.*

*You have a cluttered desk and workspace that doesn't have any sense of organization. There are piles everywhere and most of the horizontal space is covered. Out of sight is truly out of mind.*

*Even if you don't like what you have to do, you do your best work under a deadline.*

*Other times you find it hard to get started on a project even though you really want to do it.*

*You know intuitively that you are smarter and better than what your work reflects.*

*Sometimes you say or do things without thinking.*

*You set things down and forget where you put them.*

*You come up with ideas that no one else seems to think of, and you may also have too many talents and bright ideas to put them into action.*

*Often times you feel misunderstood by others.*

If you can identify with all or many of these statements, chances are you are an adult who has Attention Deficit Disorder or ADD ... **a different kind of mind.**

The workplace may present many difficulties for the adult with ADD and also for their coworkers and bosses. "Our highly complex, detail-oriented society has little

time or use for those who can't compete successfully and perform as expected," writes Dr. Milton Lucius, Clinical Psychologist and licensed counselor from California. That is why it is not surprising that finding success in the workplace is one of the areas of greatest difficulty for adults who have ADD.

Each adult is a distinct individual, with his or her own personality, intellect, talents, interests, history and abilities. When you combine these qualities with ADD symptoms, however varying the degree and severity, there are a whole range of difficulties that appear. There is no single profile of adults with ADD that adequately describes the range and severity of difficulties that are encountered in the workplace.

Individuals with ADD are found in virtually all kinds of jobs and occupations. Their difficulties range from mild to very severe. Those with mild symptoms are the ones who speak of not quite living up to their potential, struggling with organization, difficulty maintaining interest in their daily work, frequent change of job or career, and frequent job burnout. With individuals who have more severe ADD symptoms like chronic lateness, missed appointments, incomplete assignments and lost opportunities, their lives are very difficult in the workplace.

Dr. Lucius suggests that,

*"Their plight is often especially difficult because many adults with severe ADD symptoms also have very high IQ's; yet they are prevented by their ADD symptoms from making use of their intellectual abilities. With proper treatment these people are often the "miracle cases," the individuals who go from "sweeping factory floors" to graduate school overnight. Without treatment they often become bitter, alienated, aimless individuals without a future in a society that measures your worth as a person in terms of material success. "*

Aptitude and ability are not always indicators of immediate success for adults who have different kinds of minds. However, if you are an adult with a different kind of mind, or have been diagnosed with ADD, or suspects that you have these characteristics, know that you are not alone. Millions of adults seek answers and help on how to succeed in the workplace.

Effective solutions to these challenges begin with educating yourself on your strengths and challenges, understanding how ADD impacts your life. Work with a coach or counselor who can help you focus on strengths and positive characteristics, and help you keep sight of your goals and dreams. Learn how to communicate your needs to your colleagues and make your relationships work for you. Develop your own talents instead of trying to fit into someone else's mold. Some people get along

well with people, some get along better with machines, and some prefer the company of plants and animals. Setting reasonable expectations for yourself, breaking down tasks into small pieces, improving your work space, and finding the job that allows you to use your creativity, out-of-the-box thinking and energy can make all the difference. When you empower your different kind of mind, you can turn your challenges into great success!

*For more information about learning differences and ADD, contact  
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