

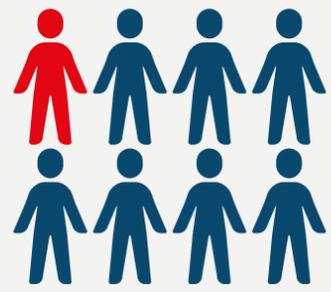
# Why didn't you SAY so?

## AN ADHD SHAKE UP

Without psychological safety, talent is disadvantaged and more than inclusion suffers. So do loyalty, productivity... & profits! What's more, young people are demanding this safety at work.

### TRUTH?

3-5% of adults have ADHD. Despite lawyers' natural skepticism, 12.5% of us surveyed admitted we've had experience with ADHD. Are there more of us who haven't disclosed our ADHD? How can we get the full 📷 ?

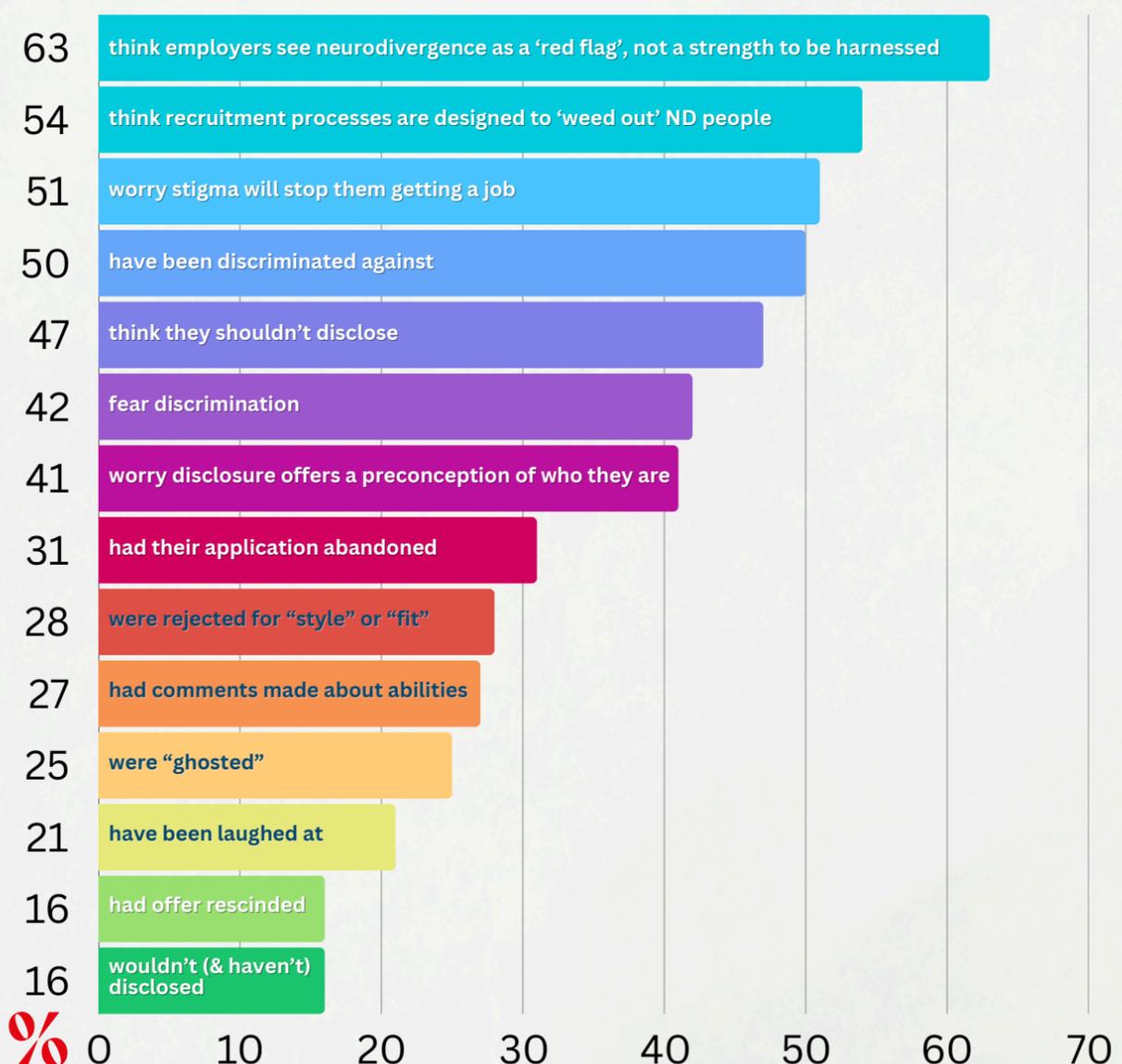


### GOALZZZZ!

Ideally, every organization has a workforce that brings its unique traits to work. ADHDers are naturally creative, curious, and energetic risk-takers. Schools foster the confidence it takes for their graduates to own it!

### BUT...\*

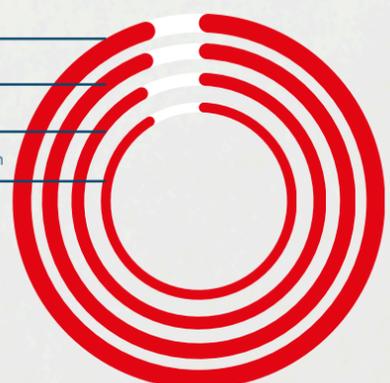
Neurodivergent adults fear discrimination. Just 🙄 at the numbers!



### WRONG WAY!

Nearly **all** respondents said that barriers have negatively impacted them.

- 96% - confidence
- 95% - mental health
- 93% - self-promotion
- 92% - earnings



\*Source: Zurich UK (2024). OnePoll survey data of 1,000 neurodivergent UK adults.

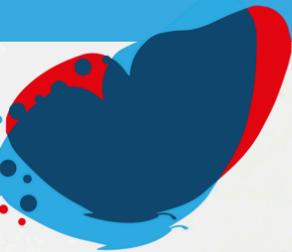
# An easy A?

## FIRM/SCHOOL SELF-ASSESSMENT

Disclosure of any difference is a choice. True inclusion doesn't require it – the support is built right in! Education, evaluation & encouragement play starring roles in an inclusive workplace.

### How does your workplace score?

(No judgment!)



Smashing It



Getting There



Uh-Oh!

#### LEADERSHIP & CULTURE

- Our leaders openly discuss neurodivergence, including ADHD.
- We treat mistakes as learning opportunities, not failures.
- People feel safe to challenge ideas & offer new perspectives.
- Leadership models vulnerability by sharing their own challenges.

#### RATING & OPPORTUNITIES

e.g., train our managers to be more curious.

#### TEAM DYNAMICS & INCLUSION

- We understand interruptions, fidgeting & non-traditional work styles – so we don't judge.
- We are clear about our work expectations (e.g., we follow-up verbal instructions in writing).
- Our meetings/classes accommodate different attention styles (e.g., agendas, breaks, summaries).
- We give actionable & outcomes-focussed feedback.

#### RATING & OPPORTUNITIES

#### POLICIES & PRACTICES

- We have clear neuroinclusion & accommodations policies that are easy to access & follow.
- We offer accommodations **without** requiring disclosure.
- We offer flexible work options (e.g., varied deadlines, work-from-home, sensory reductions).
- We make support resources available & encourage their use (e.g., mentors, ADHD-friendly tools).

#### RATING & OPPORTUNITIES

#### STIGMA & DISCLOSURE

- No one fears judgment for sharing ADHD traits.
- People with ADHD feel they are treated fairly & considered for leadership & growth assignments.
- Colleagues & managers know what ADHD **really** is.
- True psychological safety is a daily practice, not performative.

#### RATING & OPPORTUNITIES



All checkmarks? Congrats, you have psychological safety!



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