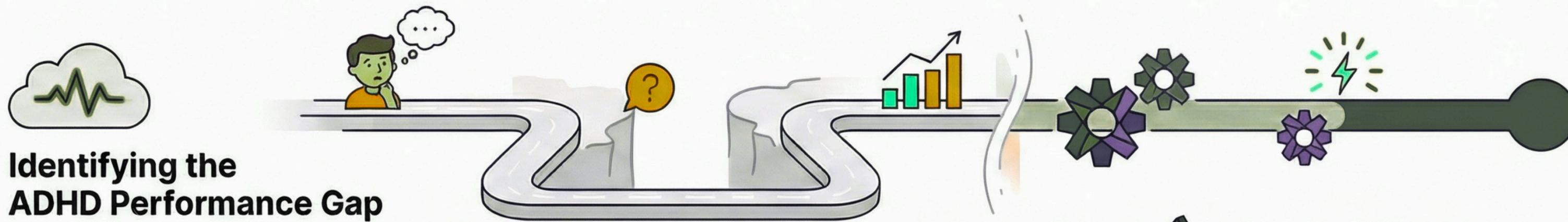


Managing ADHD at Work: A Manager's Guide to High Performance



Identifying the ADHD Performance Gap

Regulation, Not Motivation

Challenges stem from fluctuating attention and executive function, not laziness or poor attitude.

The Environment-Task Mismatch

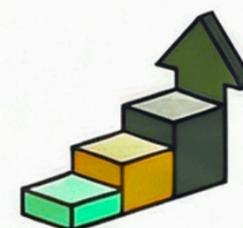
Performance drops when vague instructions or boring routine tasks clash with ADHD processing styles.

Common Working Patterns

You may see strong ideas but weak follow-through on admin-heavy or routine tasks.

Reframing Common ADHD Behaviours

Observed Behaviour	Often Mistaken For...	Root Cause
Missed details in routine work	Carelessness	Boredom or low regulation
Difficulty prioritising	Defiance	Everything feels equally urgent
Fatigue after meetings	Poor attitude	Heavy cognitive load from context switching



High-Clarity Management Actions



Use the 'Five-Point' Instruction Format

Define Task, Standard, Deadline, Priority, and the very First Step (next 15 mins).



Protect Focus and Momentum

Reduce unnecessary meetings and chunk large projects into small units to create visible progress.



Feedback for Progress, Not Panic

Provide specific, behaviour-focused feedback followed immediately by a clear next action.