

# Top 11 Things to Think About Before You Disclose Your ADHD at Work

## 1. Know Your Why

*Before anything else, ask yourself why you want to disclose. Is it to access accommodations, explain some work challenges, or just be open about who you are? Clarity on this is crucial—it shapes everything that follows.*

## 2. Timing Matters

*There's no "right" time to disclose, but there are definitely strategic moments. You could bring it up before or during an interview, on day one, or after you've settled in and need support. Think about when you'd feel most comfortable and supported.*

## 3. Will This Help You Get What You Need?

*If you're struggling with focus, time management, or deadlines, sharing your ADHD might open up doors to accommodations that make your work life easier. Standing desks, flexible schedules, or more direct communication could all be on the table—but only if your workplace knows about your needs.*

## 4. The Culture Check

*Before you disclose, consider the company's culture around mental health and disabilities. Do they value neurodivergent employees, or is this an uphill battle? You can often pick up clues from how they treat other employees or what their policies say. Unfortunately, not every workplace is ADHD-friendly. You may not want to work at such a company.*

## 5. Who's the Right Person to Tell?

*It might seem logical to tell your manager, but it's not always necessary. HR might be a better first stop if you're unsure how your manager will react. Or, maybe a mentor or trusted colleague could help you navigate the conversation.*

## 6. Legal Protections Have Your Back

*You've got rights. The ADA (Americans with Disabilities Act) is there to make sure you're not discriminated against because of your ADHD. But knowing your rights is only part of the picture—you also need to know how your specific employer's and how they handle accommodation requests.*

## 7. Stigma Is Real, But Shifting

*Let's be honest, some people still carry outdated views on ADHD. While that stigma is fading, it hasn't disappeared entirely. Weigh how this might affect your relationships at work. You can't control how others react, but you can be prepared for it.*

## 8. It's Not a One-Time Decision

*Disclosing isn't a one-and-done deal. You might need to revisit this conversation with new managers or in new roles. Don't feel pressured to share everything right away—this can be a gradual process.*

## 9. Think Long-Term, Not Just Right Now

*Maybe things are fine now, but what happens if your workload spikes or a big project comes along? Disclosing before issues arise can help you stay ahead of problems, making it easier to ask for help when you really need it.*

## 10. Trust Your Gut

*At the end of the day, this decision is 100% yours. Trust yourself—you know your work environment and what you need better than anyone else. If your gut is telling you it's time to share, go for it. If not, hold off until you're ready.*

## 11. ADHD Can Be a Competitive Advantage

*Some companies value neurodivergent talent and actively seek out employees who think differently. ADHD can bring unique strengths like creativity, problem-solving, and the ability to hyper-focus on tasks that engage you.*

