



WELCOME TO
THE 2019 FRPA
CONFERENCE!



Productivity and
ADD/ADHD in
the Workplace.

Disclaimer

- Jack and Sean believe they can be experts on every subject (just ask our wives.) We are not medical experts and/or trained professionals in behavior diagnosis. All material in this presentation was researched as best we could with the best intentions. We are not here to debate whether anyone believes in ADD/ADHD being a medical condition.



LEARNING OBJECTIVES

- Learn more about ADD/ADHD, the characteristics, strengths & weaknesses (bust myths too).



LEARNING OBJECTIVES

- Learn how exercise, nutrition, and other factors help (or hurt) these characteristics.



LEARNING OBJECTIVES

- Learn some tips, tricks, drills, training, etc. to limit procrastination & distraction to become more productive.



By a show of hands how many of you know what ADD/ADHD is?



What is...

- **ADD – Attention Deficit Disorder/ADHD – Attention Deficit and Hyperactive Disorder**

- a developmental disorder that is marked especially by persistent symptoms of inattention (such as distractibility, forgetfulness, or disorganization) or by symptoms of hyperactivity and impulsivity (such as fidgeting, speaking out of turn, or restlessness) or by symptoms of all three and that is not caused by any serious underlying physical or mental disorder
- NOTE: Symptoms of attention deficit disorder range from mild to severe and always interfere with normal development and daily functioning. A diagnosis of attention deficit disorder typically requires that symptoms be present by the age of 12 and in more than one setting (such as both home and school). Attention deficit disorder may persist into adulthood, creating difficulties in one's occupation or social relationships. While hyperactivity and impulsivity are not always present as symptoms, attention deficit disorder is commonly referred to as *attention deficit hyperactivity disorder*.



About ADD/ADHD

- ADD/ADHD is structural and chemical idiosyncrasies in the prefrontal cortex, the front portion of the brain that is responsible for matching up internal goals with the thoughts and actions needed to achieve those goals
- What does the prefrontal cortex orchestrate?
 - Planning complex cognitive behaviors and tasks
 - Making decisions
 - Differentiating and choosing between conflicting priorities
 - Anticipating the future consequences of current behavior
 - Working toward a defined goal
 - Suppressing short-term urges in the interest of long term goals
- These are all of the tools that people use to get things done. Those with ADD/ADHD have an incomplete set of tools.



Signs & Characteristics

- How many of you in this room believe you are undiagnosed?
- Do you show any of these signs or symptoms?
 - Impulsiveness
 - Disorganization and problems prioritizing
 - Poor time management skills
 - Problems focusing on a task
 - Trouble multitasking
 - Excessive activity or restlessness
 - Poor planning
 - Low frustration tolerance
 - Frequent mood swings
 - Problems following through and completing tasks
 - Hot temper
 - Trouble coping with stress



Parks
and
Recreation

Strengths and Weaknesses

- What are some strengths?



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Strengths

- Creative thinker
- Inventive
- Ability to jump tasks quickly
- Spontaneous
- Energetic
- Social
- Hyper-focus
- Flexibility



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Weakness

- What are some Weaknesses?



Weakness

- Scatter brained
- Flexibility
- Social butterfly
- Highly impatient
- Ability to jump tasks quickly
- Completing tasks quietly
- Difficulty following instructions
- Misplacing items



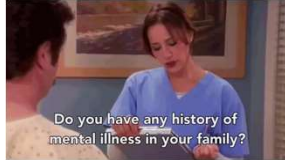
Myths

- ADHD isn't a real medical condition.
 - The National Institutes of Health, the Centers for Disease Control and Prevention and the American Psychiatric Association all recognize ADHD as a medical condition.
- ADHD is the result of bad parenting.
- People with ADHD just need to try harder to pay attention.
 - In some cases you're trying to hard to focus. Telling someone with ADHD to "just focus" is like asking someone who's nearsighted to see farther when they're not wearing glasses.
- People with ADHD can't ever focus and are hyperactive.
 - One or the other
 - Both
- Only boys have ADHD.
 - While it's true boys are more than twice as likely as girls to be diagnosed with ADHD, that doesn't mean girls don't have ADHD. They're just more likely to be overlooked and remain undiagnosed.



Myths

- Girls with ADHD never experience hyperactivity.
 - When it comes to girls and ADHD, they do tend to have less trouble with hyperactivity than boys. But that doesn't mean they don't ever experience hyperactivity. It may just look different than it does in boys. Girls may come across as hypersensitive or overly emotional.
- ADHD is a learning disability.
 - Wrong! But the key symptoms of ADHD can impact anyone's overall ability to learn. It's not easy to do well in school if you're having trouble with focus. A learning disability, on the other hand, causes difficulty in learning specific skills such as reading or math.
- Medication is the only way to treat ADHD.
 - Incorrect!
 - Exercise
 - Nutrition
 - Other tools



RECAP

ADD/ADHD are structural and chemical idiosyncrasies in the prefrontal cortex, the front portion of the brain that is responsible for matching up internal goals with the thoughts and actions needed to achieve those goals.

Technical Terms

- Prefrontal Cortex
 - planning complex cognitive behavior, personality expression, decision making, and moderating social behavior.
- Epigenetics
 - the study of changes in organisms brought about by modification of gene expression, rather than by alteration of the genetic code in the form of DNA.
- Norepinephrine
 - what makes your heart rate and blood pressure soar during a "fight or flight" reaction.
- Dopamine
 - Chemical release, the reward.



How does exercise help?

- How many of you feel that having an exercise routine helps with stress and day to day activities?
- How many of you have an accountability partner?
- What benefits do you experience from having a work out routine?
 - Less stress
 - More energy
 - Feel healthy
 - Self esteem
 - Think clearly
 - The list goes on...



How does exercise help?



- How does exercise help with brain functionality?
- Recent studies have shown that exercise triggers epigenetic changes that specifically alter activity in genes that influence new neuron growth and extend dendritic conditions. What does this mean?
- This means that exercise can exert effects that make the brain grow and become more effective and more efficient.
- Exercise improves learning on three levels: It optimizes your mindset by improving
 - Alertness
 - Attention
 - Motivation
- Certainly to a large degree we are "hard wired". However, scientists are discovering the brain is more flexible than they ever believed before. It is an adaptable organ that can be molded similarly to how muscles can be sculpted by lifting weights. The more you use it, the stronger it becomes. Be your own electrician.
- One of the prominent features of exercise is the improvement of the rate of learning. Among other things, if you are in good shape you can learn and function at a higher level.

How does exercise help?



- Some quick tips
- Regular aerobic activity
 - The more complex the better (i.e. martial arts, yoga, rock climbing, etc) but anything is better than nothing. Just do it.
 - Keep it simple, Keep it fresh, Keep it fun
 - Have an accountability partner (or two or three)

Reward time?



How does nutrition help?



- Here are some foods to consider:
- Protein: helps make neurotransmitters
 - Balanced meals: 1/2 fruits & veggies, 1/4 protein, 1/4- fiber rich carbs (whole wheats, brown rice)
 - Proteins and fibers help prevent spiking/plummeting of blood sugar levels
 - Non processed food - limit high artificial colors, sweeteners, preservatives
 - Dietary considerations (food sensitivity vs allergy): Sugar, Dairy, Gluten intake
 - Fish, walnuts, flaxseed, basil, eggs, brussel sprouts, seaweed, soy beans, spinach, canola oil, broccoli, cashews
 - Reduce sugar as much as possible (healthier in general but especially helpful for ADD\ADHD)
- Here are some other supplements to consider:
- Omega-3 Fatty Acids: benefits hyperactivity, attention, impulsivity
 - Iron: critical for normal brain function in general
 - Magnesium: calm hyperactivity, agitation, or insomnia
 - Zinc: less Rx needed for same results
 - Inositol/Myo-Inositol: counters agitation and anxiety
 - B vitamins: increase dopamine (improve alertness), reduce aggression & antisocial behavior
 - Picamilon: improves blood flow to the brain, mild stimulant to improve alertness & attention
 - Ginkgo & Ginseng: cognitive activators, stimulants without side effects, less impulsive & distracted

How does nutrition help?

- Brain cells like other cells in the body need proper nutrition and hydration to carry out their functions
- The myelin sheath, which covers the axons of brain cells - as insulation covers electrical wires - needs the right levels of nutrients to speed transmission of the electrical signals between brain cells
- Neurotransmitters – dopamine, serotonin, and norepinephrine – are also dependent on diet for proper performance



Tips, Tricks, Drills, & Training for ADD/ADHD

Getting Organized

- Simplify-KISS Method, Michael Scott
 - Wardrobe
 - Filing system
 - Tasks
- Create your launch pad
- Stop procrastinating
 - Understand the root
- Time Management
 - One more thing-itis



Tips, Tricks, Drills, & Training for ADD/ADHD

Getting organized continued...

- Set routines
 - Schedule
 - Alarms
 - Setting good habits
- Manage clutter
 - Clutter companion
- Hyper focus
 - Fight it
 - Over commitment
 - Delegation



Tips, Tricks, Drills, & Training for ADD/ADHD



- Acknowledge and own it
- Be open and discuss with someone
- Don't be afraid to ask for help
- Find an Accountability Partner
- Notifications
 - Different sounds
- Treat yo self (reward system)
- Make notes-Sticky Notes
 - Reminders
 - Engagements
 - Promises

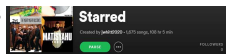
Sean the Sticky Note KING



Tips, Tricks, Drills, & Training for ADD/ADHD



- Listen More
 - Music
 - Podcast/Talk Radio
 - Audiobooks
- Brain Training
 - Apps
 - Games
 - Read
- Don't sweat the small things
- Don't be your worst enemy



Questions?





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