

In this month's newsletter:

**ADHD and Women:
Exploring Common
Symptoms**

**Inclusion in the
Workplace**

Exploring attention deficit hyperactivity disorder (ADHD) in women

Historically it had been perceived that attention deficit hyperactivity disorder (ADHD) was primarily a male disorder, and research was based on male studies. However, new research has shown that women are often misdiagnosed or undiagnosed with ADHD, due to symptoms presenting themselves in less obvious ways.

Studies have also shown that men and women often experience different symptoms. For instance, males may manifest more 'outward', physical behaviours like hyperactivity and impulsivity. In contrast, females may demonstrate 'internal' behaviours, such as inattention or disorganisation.



In light of more recent research, below are some common ways ADHD is presenting in women.

Eight symptoms women with ADHD experience:

Struggles with social interactions - and therefore forming meaningful relationships.

Impulsivity - whereas in a man the impulsivity may present as hyperactivity, this may manifest in a woman in interrupting others during conversation, making impulsive decisions and acting before thinking.

Difficulties with time management - and organisation.

Use of compensatory behaviours - such as masking, therefore enabling women to mask their ADHD symptoms.

Difficulty with inattention - including getting easily distracted and struggling with planning and organisation. This also may present as daydreaming.

Hyper-focusing on a task - and losing track of time or other activities that they need to complete.

Difficulty controlling emotions - due to the intensity of those emotions.

Co-existing conditions - such as anxiety and depression.

Not every woman with ADHD will experience the above symptoms, and the symptoms may vary in severity.

Getting symptoms checked

If you think you have ADHD and want to get checked through the NHS, you will first need to speak to your GP. They can't diagnose you, but they can discuss your symptoms and refer you on for a special assessment if needed. ADHD Aware have further information on different ways to get an assessment.



What makes an inclusive workplace?

You may be familiar with the term 'inclusion', but what does it actually mean at work? Below we explore some definitions, highlight key benefits, and look at steps we can all take to help make our workplaces more inclusive.

Inclusion in the workplace means creating an environment where every employee feels respected, valued and heard. It goes beyond embracing diversity - it's about actively fostering a culture where all perspectives are not only acknowledged, but celebrated.

When we embrace diversity and inclusion, it helps to create an environment where each person can bring their own experiences and talents to the table. It's like blending a variety of perspectives into a mix that sparks creativity and problem-solving.

Benefits of an inclusive workplace

An inclusive workplace can help:

- 1) People feel valued, and create a sense of belonging.
- 2) Improve innovation and creativity.
- 3) Improve decision making and collaboration.
- 4) Improve ideas and problem-solving.

Other organisational benefits include attracting and retaining talent, the ability to better serve a diverse range of customers and ultimately helping to make the company more successful overall.

How can we be more inclusive at work?

According to Inclusive Employers, we can all help to make our workplaces more inclusive by:

- 1) Being our professional authentic selves.
- 2) Speaking up about inclusion.

- 3) Being mindful about how we communicate.
- 4) Responding from a place of personal experience.
- 5) Making use of pronouns.
- 6) Challenging stereotypes.
- 7) Supporting our co-workers' differences.
- 8) Refer to your employer's diversity and inclusion strategy and support.

Read more about how to implement these ideas here.

