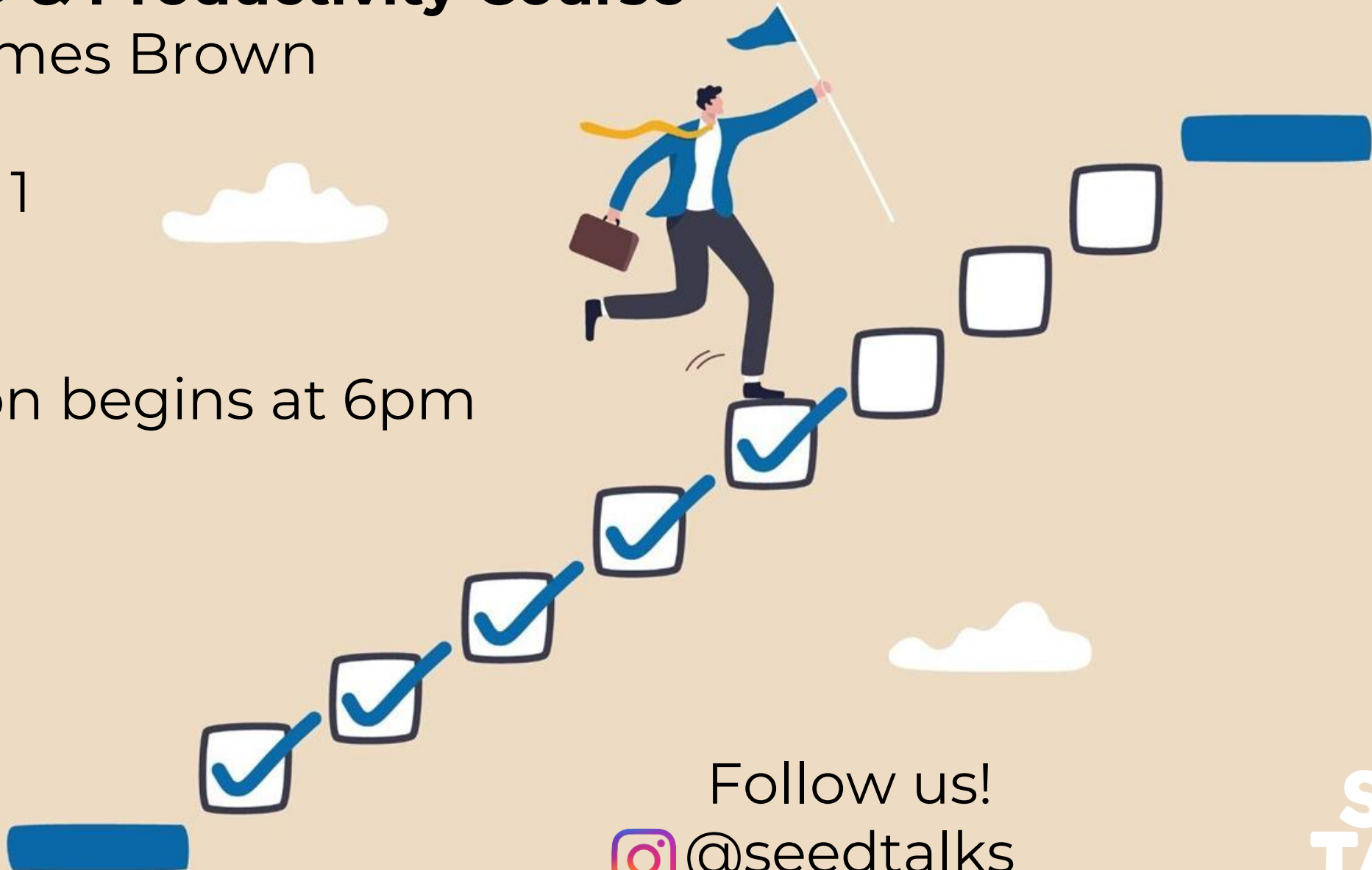


ADHD & Productivity Course

Dr. James Brown

Week 1

Session begins at 6pm



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TALKS**

WEEK 1. Understanding ADHD and Motivation.

October 30th, 2023

Dr James Brown

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The Course

- Facilitated online workshops.
- Evidence-based information.
- Interactive (hopefully).
- Helping you build your “productivity toolkit”.
- Larger cohorts that learn together the whole time.
- Crowdsourcing approaches to productivity challenges.

Week	Topic	Information
1	Understanding ADHD and motivation.	Why does ADHD create a barrier to productivity
2	Tackling procrastination and perfectionism.	How to start to accept that perfection is a barrier to progress, and tackling the sources of procrastination
3	Engaging with and completing tasks.	Understanding why 'starting' and finishing' can be an issue, and discussing approaches to tackle this
4	Managing your distractions.	How to create a work environment that removes unnecessary distractions
5	Developing and improving time management skills.	Developing coping mechanisms, strategies and technological approaches to improving time management
6	Managing stress and burnout.	Stress and burnout impact productivity. How can we prevent this?

Showing off Credibility



General session format



Time (2 hr)	Component	Format
15 mins	Introductions	Meet facilitator and discuss the plan for the session Learning Objectives (LOs) for the day
30 mins	Discussion 1	Interactive seminar for Learning Objective 1
5 mins	SHORT BREAK	A chance to stretch your legs.
30 mins	Discussion 2	Interactive seminar for Learning Objective 2
5 mins	SHORT BREAK	A chance to flick the kettle on a bring a tea back to the screen.
30 mins	Discussion 3	Interactive seminar for Learning Objective 3
15 mins	Summary	Some brief reflections on the sessions of the day

Time	Section	Content
15 minutes	Introductions	Meet James and discuss how the session will run
30 minutes	Discussion 1	What is productivity? What are common barriers to productivity?
5 minutes	Break 1	Time to stretch your legs...
30 minutes	Discussion 2	How do humans motivate themselves to engage with tasks?
5 minutes	Break 2	Time for a cuppa...
30 minutes	Discussion 3	Tactics for motivation with ADHD.
10 minutes	Summary & next steps	What will you do next?

Learning Objectives

- Upon completion of this session, learners will be able to:
 1. Understand what productivity is and what influences it.
 2. Explain the relationship between ADHD and motivation.
 3. Identify and discuss strategies for supporting motivation in individuals with ADHD.

Icebreaker

On a scale of **BOWIE**
How are you feeling today?



Discussion 1.

What is Productivity?

“ There is no such thing as an unproductive ADHD adult, just unsupported ADHD adults ”

Discussion 1a.

1. What is productivity?
2. Why is it important?

Write your answer in the chat...



Definition of Productivity

“Productivity is ‘the ability of an individual to complete tasks or accomplish goals efficiently and effectively. It is a measure of how much output an individual can produce with a given amount of input’.

In the real world what does this mean?

1. Getting your work done on time and efficiently.
2. Being able to start tasks in a timely fashion.
3. Being able to complete tasks to a deadline.
4. Being successful in your job (externally).
5. Having a healthy work-life balance.

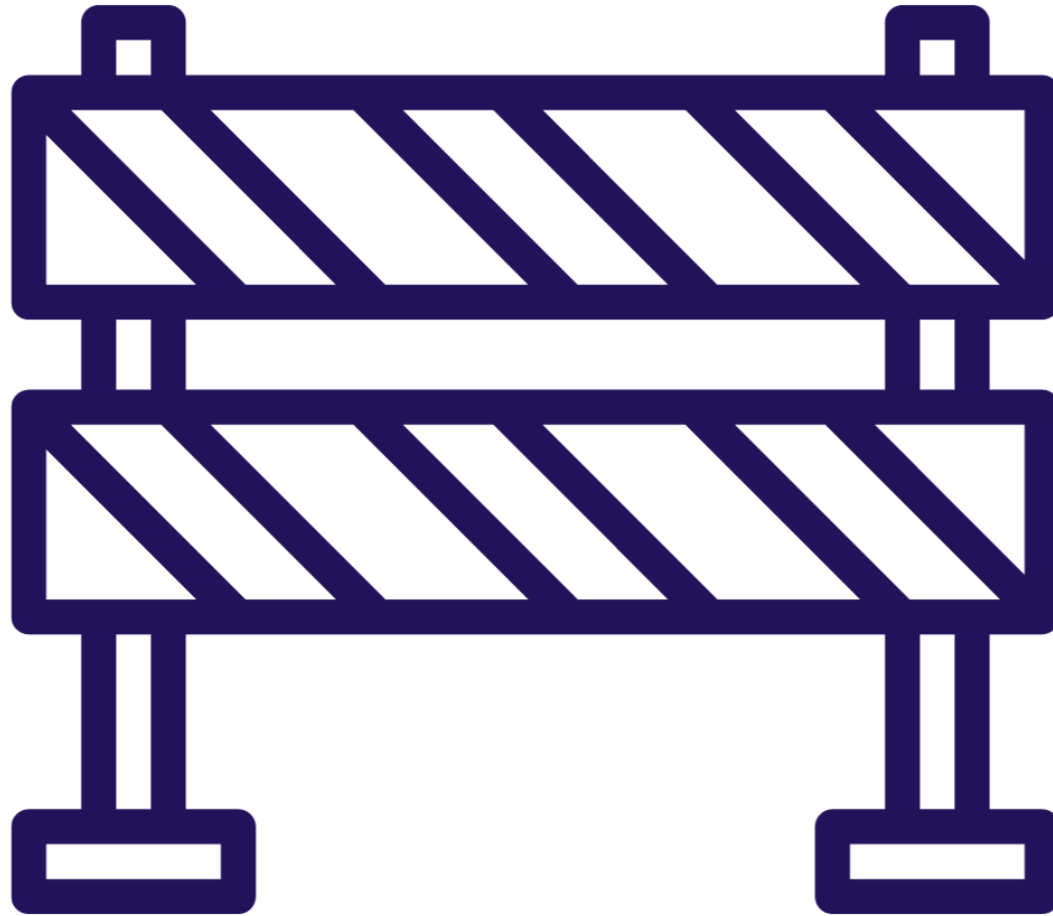
How Can Productivity be Improved

(General Population)

- Set clear goals and priorities.
- Plan your day or week.
- Break down large tasks into smaller, more manageable tasks.
- Focus on one task at a time.
- Take breaks.
- Eliminate distractions.
- Delegate tasks.
- Take care of yourself.

Discussion 1b.
**What are
common barriers
to productivity?**

Write your
answer in the
chat...



Barriers to Productivity

(General Population)

- There are many factors that can act as barriers to individual productivity. Some of the most common include:
 - Lack of motivation.
 - Lack of clarity about goals and priorities.
 - Procrastination.
 - Distractions.
 - Poor time management skills.
 - Stress and burnout.

How ADHD can 'Present' itself

(in most people)

- Lack of prioritisation skills.
- Procrastination.
- Distractibility.
- Impulsiveness.
- Time blindness.
- Dysfunctional reward/motivation system.
- Emotional regulation issues.
- Increased levels of stress and burnout.

Now let's compare

General

- Lack of clarity about goals and priorities.
- Procrastination.
- Distractions.
- Poor time management skills.
- Lack of motivation.
- Stress and burnout.

ADHD

- Lack of prioritisation skills.
- Procrastination.
- Distractibility.
- Impulsiveness.
- Time blindness.
- Dysfunctional reward/motivation system.
- Emotional regulation issues.
- Mental and physical health conditions.
- Increased levels of stress and burnout.

But Why???

What is ADHD

- Attention-deficit hyperactivity disorder.
- Lifelong neurodevelopmental disorder.
- Reduced dopamine activity (we'll come back to this).
- Causes issues with:
 - Executive function
 - Emotions

What are Executive Functions

Can you name any executive functions?

What are Executive Functions

- Working memory.
- Inhibition.
- Cognitive flexibility.
- Planning and organisation.
- Reasoning and problem-solving.
- Self-monitoring.
- Emotional regulation.

Symptoms of Inattentiveness

1. **Making careless mistakes/lacking attention to detail.**
2. Difficulty sustaining attention.
3. Inability sometimes to listen when spoken to directly.
4. Failure to follow through on tasks and instructions.
5. Exhibiting poor organisation.
6. Avoiding/disliking tasks requiring sustained mental effort.
7. Losing things necessary for tasks/activities.
8. Being easily distracted (including unrelated thoughts).
9. Being forgetful in daily activities.

Symptoms of Hyperactivity/Impulsivity

1. Fidgeting with or tapping hands or feet, squirming in seat.
2. Leaving seat in situations when remaining seated is expected.
3. Experiencing feelings of restlessness.
- 4. Having difficulty engaging in quiet, leisurely activities.**
5. Being “on-the-go” or acting as if “driven by a motor”.
6. Talking excessively.
7. Blurting out answers.
8. Having difficulty waiting for your turn.
9. Interrupting or intruding on others.

Time for a break...



Discussion 2. How do people motivate themselves?

Save your answer
for now...



What is Motivation?

- **Motivation is the process that drives individuals to engage in goal-directed behavior.**
- **Motivation is important because it allows us to achieve our goals. When we are motivated, we are more likely to persevere in the face of challenges.**
- **There are two main types of motivation: intrinsic and extrinsic motivation.**

What about when Motivation is lacking?

Amotivation is the absence of intrinsic or extrinsic motivation.

2021 research suggests:

People living with ADHD score **HIGHER** on 'amotivation' and 'extrinsic' motivation and **LOWEST** on 'intrinsic' motivation.

These scores may reflect the fact that people with ADHD require a greater incentive to change their behaviour and may find postponing gratification challenging.

Examples of Motivation.

Here are some examples of motivation:

- A student is motivated to study for a test because they want to get a good grade.
- An athlete is motivated to train hard because they want to win a competition.
- A person is motivated to lose weight because they want to improve their health.
- An employee is motivated to work hard because they want to get a promotion.

What is motivates you?

Write answer in chat...

What Drives Motivation?

- The reward centre of the brain.
- When we experience something rewarding, such as eating a nice meal, having sex, or receiving praise, our reward centre is activated.
- Dopamine signals to our brains that we have experienced something rewarding and that we should repeat the behaviour that led to the reward.

Reward

- The reward centre of the brain is also involved in learning.
- This helps us to remember the new information and to be more motivated to learn new things in the future.
- The link between the reward centre of the brain and motivation is essential for our survival and well-being.

Reward Centre in ADHD

Any idea if this works normally in ADHD???

Type answers in chat...

Reward in ADHD

The reward centre of the brain functions differently in ADHD in a few ways:

- Lower dopamine levels.
- Differences in dopamine receptor function.
- Delayed response to rewards.
- We tend to seek out immediate, small reward over delayed, large reward.

Examples

Here are some examples of how the reward centre of the brain functions differently in ADHD:

- Staying focussed.
- Completing tasks.
- Risky behaviour.

Time for another break...



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Building Motivation

- No one size fits all approach.
- What has worked in the past?
- Emotional rewards tend to give more motivation.

Approaches

People with ADHD can try to motivate themselves in a number of ways. Here are a few tips:

- Break down large tasks into smaller, more manageable steps.
- Set realistic goals for yourself.
- Find a 'task buddy' or join a support group.
- Take breaks when you need them.
- Reward yourself for completing tasks???
- Take advantage of your 'golden hours'.
- Don't be afraid to ask for help or specific guidance.

Approaches

Of the approaches we just discussed,

- a. Have any worked?
- b. would you be willing to try any you haven't?

The Importance of Asking Questions

With support, adults with ADHD can be the most productive and successful employees (Adam Grant).

- *GIVERS*
- *TAKERS*
- *MATCHERS*

Evidence-based Approach

According to a 2022 study, motivation levels in people living with ADHD are improved when:

- Their needs of **AUTONOMY** (feeling you have a choice), **RELATEDNESS** (feeling connected to others and a sense of belonging), and **COMPETENCE** (mastery or successfulness in your activity) are met.

Your Workplace

Ask yourself:

- Do I have autonomy? (feeling you have a choice)
- Am I connected to others?
- Am I competent?

Other Approaches

- Small and immediate rewards/incentives.
- Use of incentives/consequences on weekly task completion (evidence this can work).
- Exercise can help.
- Use what motivates you...

Week 1 Summary

- **ADHD is a lifelong neurodevelopmental disorder**
- **Productivity is a measure of how much output an individual can produce with a given amount of input**
- **ADHD presents a barrier to productivity.**
- **Reward and motivation are needed to engage with tasks.**
- **Intrinsic motivation is lacking in ADHD.**
- **We can work around this lack of motivation.**

Non-compulsory “Homework”

- 1. List work tasks you often procrastinate on in the online form.**
- 2. Self-test: test your knowledge from Week 1.**

Link to Preparation for Week 2



Week 1 Self-Test



Next Session (Week 2) November 6th, 2023

Procrastination and Perfectionism

6:30 start!

PARENTING ADHD CHILDREN WORKSHOP

Nurturing Neurodiversity



with Dr Tom Nicholson
Mon 20 Nov | 6pm | Online