

ADHD (in) Ireland

October 2024



What's up today:

- * ADHD what it is and what it isn't (or a crash course in ADHD)
- * The business case for ADHD!
- * Who are ADHD Ireland, what do we do and who we do it for?
- * Just two things!

Hello I'm Ken!

Questions, please ask anytime at all!

The presentation is yours!

How does everything get paid for?

- * We are a Section 39 funded organisation with the HSE (thank you!)
- * Grants: Social Ireland Funds, Community Foundation Ireland, National Lottery etc
- * Membership and event fees

Who are ADHD Ireland?

- * Founded in 1980
- * HADD-ADHD Ireland's mission **is to make life better for all people affected by ADHD**, by raising awareness, knowledge, and understanding of the condition, providing practical services, and by creating a support network of paid staff and volunteers to underpin these activities.
- * We are a registered Charity (CHY no 22471)

Overview of ADHD

- **ADHD affects approximately 5% of children and 3% of adults. In Ireland, ADHD is estimated to affect 230,000 people.**
- Significant numbers of children continue to meet criteria for ADHD during their teenage years and many symptoms persist into adulthood.
- Co-morbidity is the rule rather than the exception –

What is ADHD?

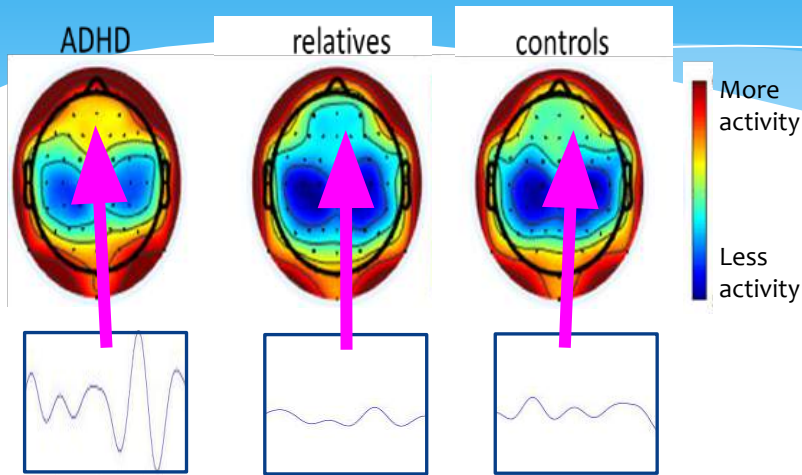
- * DSM-V: neurodevelopmental condition
- * Recognising the role of genetics
Twin studies suggest up to 90% heritability
(this bit is important for you!)
- * Prevalence of around 3% - 5% (how many are actually diagnosed, who knows!)
- * Diagnosed most commonly pre-adolescence
- * Diagnosed in boys 3-4 times more often than in girls?
- * Persists in 30-50% of patients into adolescence and adulthood
(symptom profile may change)
- * DSM-V: Adults can be diagnosed now too

Aetiology (the cause, set of causes, or manner of causation of a disease or condition)

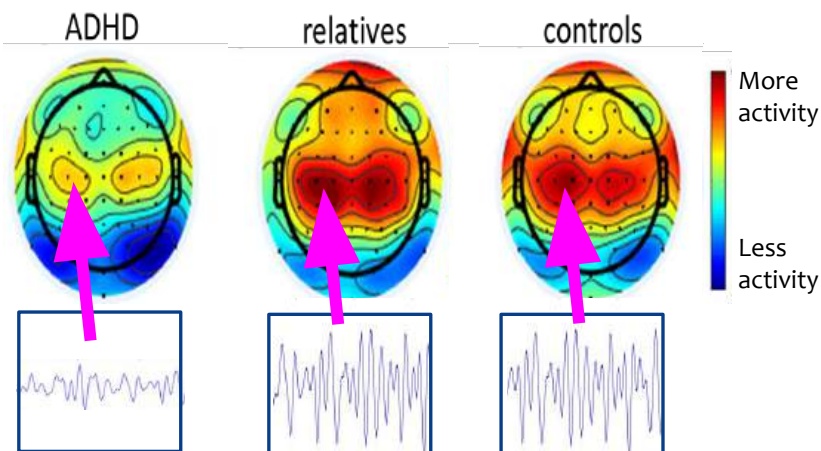
- * Abnormal Dopamine signalling in the frontal cortex
- * Deficiency of Noradrenaline in the reticular activating system (RAS)
 - * the area of the brain responsible for balancing other systems involved in learning, self-control, inhibition and motivation.

Study 1: New findings

Higher slow brainwave patterns:



Smaller fast brainwave patterns:



Altered brainwave patterns in ADHD

- Associated with difficulties in attention and memory

What does this mean?

- When the brain of a person with ADHD is not engaged in an activity, it appears to go into a drowsy energetic state
- Not enough new, exciting input from environment
- Not sufficiently stimulating and rewarding feeling
- Leads to difficulties to pay attention and remember things
- Relatives of ADHD do not show this brainwave pattern

What is ADHD?

Difficulty Sustaining Attention



Inattention

- Fails to give close attention to details or makes careless errors in schoolwork, or other activities
- Difficulty organising tasks/activities
- Avoids, dislikes or reluctant to engage in tasks that require sustained mental effort
- Loses things necessary for tasks
- Easily distracted by extraneous stimuli
- Forgetful in daily activities
- May daydream a lot

Inattention and its impact on academic attainment.

It's the A not the H!

- * A longitudinal UK study of 46,369 children who started school in 2000/2001 were tested and given individual scores for inattention, hyperactivity and impulsivity.
- * These scores were then analysed against their attainment at the end of primary school at age 11.
- * Inattention was **statistically significant and negatively associated with academic achievement** in both English and Maths at age 11.
- * Hyperactivity was statistically insignificant and impulsivity was positively associated with academic achievement at age 11.
- * Merrell, Sayal, Tymms & Kasim (April 2016)

What is ADHD?

Impulsivity



I have to say it, and
I have to say it NOW!

- * **Inability to see consequences of actions: Executive Function**
- * Excitable
- * Blurts out answers
- * Has trouble taking turns
- * Interrupts or intrudes on others
- * Has a hard time resisting temptation
- * **This can lead to social difficulties**
- * Misinterpretation of facts e.g. misreading texts because they don't give themselves time to analyse it properly.

What is ADHD?

Overactivity



- * High rate of activity
- * May squirm or fidget
- * Excessive risk taking
- * Leaves seat in classroom or other setting in which sitting is expected
- * Runs about, climbs excessively in situations in which it is inappropriate (restless)
- * Difficulty playing in activities quietly
- * **'On the go' or 'driven by a motor'**
- * Talks excessively
- * Theory – problem with inhibiting motor activity

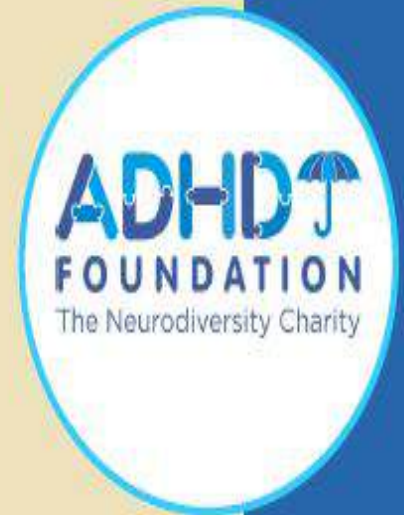
What is Rejection Sensitive dysphoria? (RSD)



Intense or overwhelming emotional reactions after rejection, hurt feelings, or criticism- it involves much more than “being sensitive”.

No one likes to be rejected or criticised. RSD- these universal life experiences are much more severe. They are unbearable, restricting, and highly impairing.

Up to 99% of teenagers and adults with ADHD identify as being more sensitive than usual to rejection. 1 in 3 say it's the hardest part of living with ADHD. (Additude 2020)



**IF YOU EVER WANT TO KNOW
WHAT MY BRAIN IS LIKE...
IMAGINE HAVING 239 TABS
OPEN ON YOUR LAPTOP...**

ALL THE TIME.

#YELLOWLADYBUGS

Assessment for ADHD

- * CAMHS for Under 18's/ Private
- * HSE Adult ADHD Clinics/Private

Strengths

Imaginative

Determined

Visual

Insightful

Open-Minded

Athletic

Fun-Loving

Artistic

Passionate

Sensitive

Creative



Strengths

Characteristics valued in the workplace

- * Creativity
- * Multi-tasking
- * Risk-taking
- * High energy and drive
- * Resilience

The success of a lot of people with ADHD is due largely in part to their ADHD!

Famous People with ADHD

Sports People

- * Michael Phelps
- * Simone Biles
- * Michael Jordan
- * Greg LeMond

"A lot of athletes have it. I'm kind of a guy who needs to be doing something to learn it. When I got into cycling, I would say that the sport itself took a fog off my brain. I was able to absorb stuff I read. It changed my life."



Famous People with ADHD

The Entertainers!

- * Will Smith
- * Jim Carey
- * Ryan Gosling
- * Woody Harrelson
- * The two Justins (Timberlake & Bieber)!
- * Cara Delevingne
- * Michele Rodriguez
- * will.i.am
- * Ant McPartlin
- * Role Models in their lives??



LEADERSHIP

ADHD: The Entrepreneur's Superpower

Dr. Dale Archer Contributor @

I'm a psychiatrist and discuss business, markets and human behavior

Follow

May 14, 2014, 10:04am EDT

f What do business mogul Sir Richard Branson, Ikea founder Ingvar Kamprad, and JetBlue founder David Neeleman, have in common? Well, besides being monumentally successful, they all have ADHD (Attention Deficit Hyperactivity Disorder), and, like other entrepreneurs and CEOs, some will even tell you that they are successful largely because of the “diagnosis”, not in spite of it.

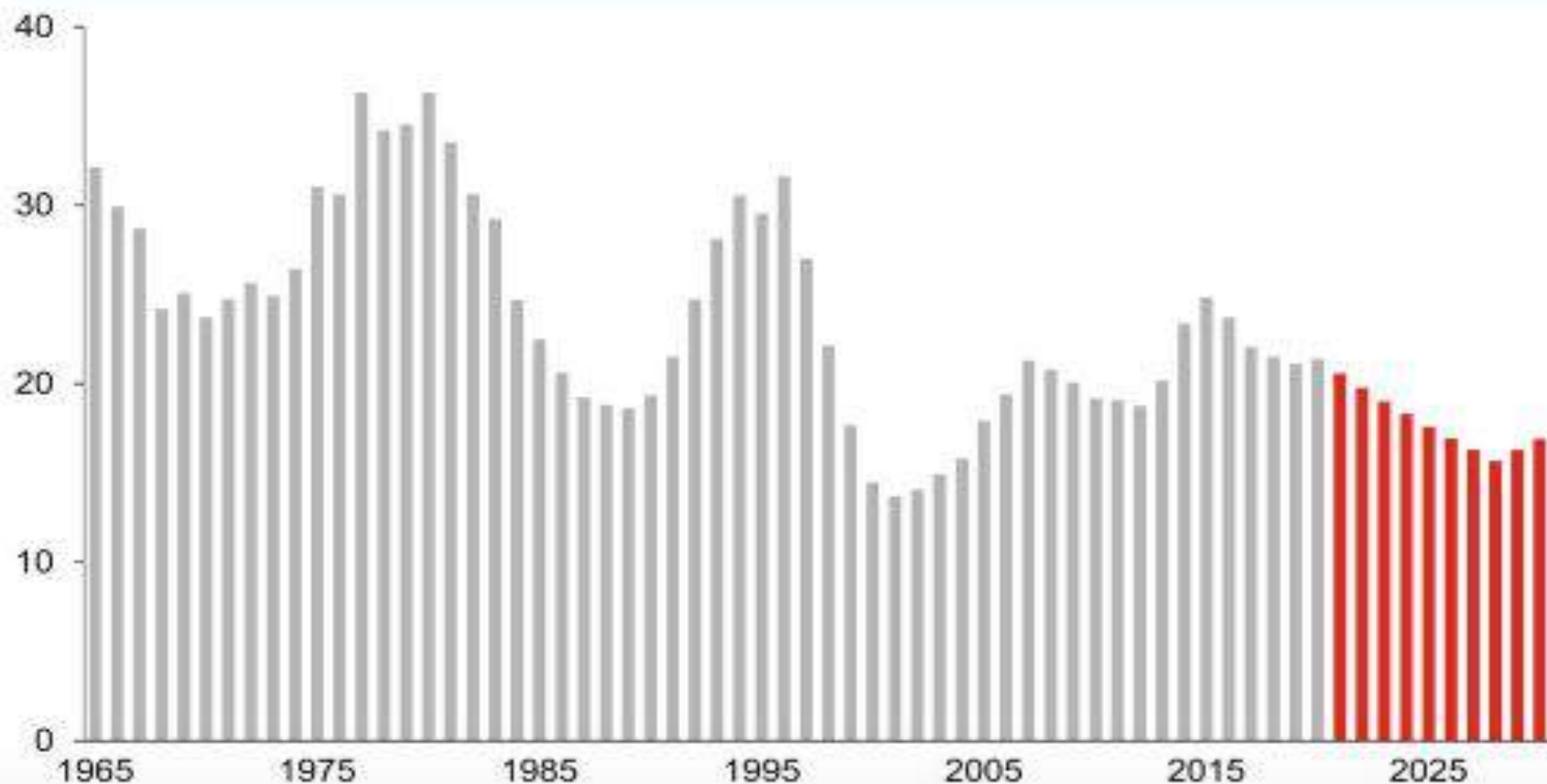
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Corporate Longevity and the Rise of Hybrid Industries

Corporate longevity remains in long-term decline, according to Innosight's biennial corporate longevity reports. Our latest analysis shows the 30- to 35-year average tenure of S&P 500 companies in the late 1970s is forecast to shrink to 15-20 years this decade (Chart 1).

Chart 1: Average company lifespan on S&P 500 Index in years (rolling 7-year average)



* The Case for Neurodiversity & ADHD!

- * Neurodiversity is moving up the organisation agenda for two reasons, organisations aiming to be **truly inclusive**, employers cannot exclude such a significant demographic as the neurodivergent. To continue doing so risks missing out on talent and compromising on productivity and customer trust.
- * More pertinently, the business case for diversity has highlighted the importance of **'diversity of thought'** – get people with different perspectives, backgrounds and experiences in a room, and your team will be more innovative and creative.
- * In a sense, neurodiversity may be one of the most challenging areas within diversity and inclusion – complex, nuanced, and often **invisible** – yet it offers a business upside in this context: given that neurodivergent people *literally think differently*.

The Proof is in the Pudding

- **Eighty percent of workers indicate inclusion is important when choosing an employer** — *Diversity and inclusion: The reality gap 2017 Global Human Capital Trends*
- **Eighty-five percent of enterprises agree that diversity results in the most innovative ideas.** — *Forbes Global Diversity and Inclusion Fostering Innovation Through a Diverse Workforce*
- **Companies with inclusive practices in hiring, promotion, development, leadership, and team management generate up to 30 percent higher revenue per employee and greater profitability than their competitors. Diverse teams led by an inclusive leader outperform.** — *Deloitte Diversity and inclusion: The reality gap 2017 Global Human Capital Trends*

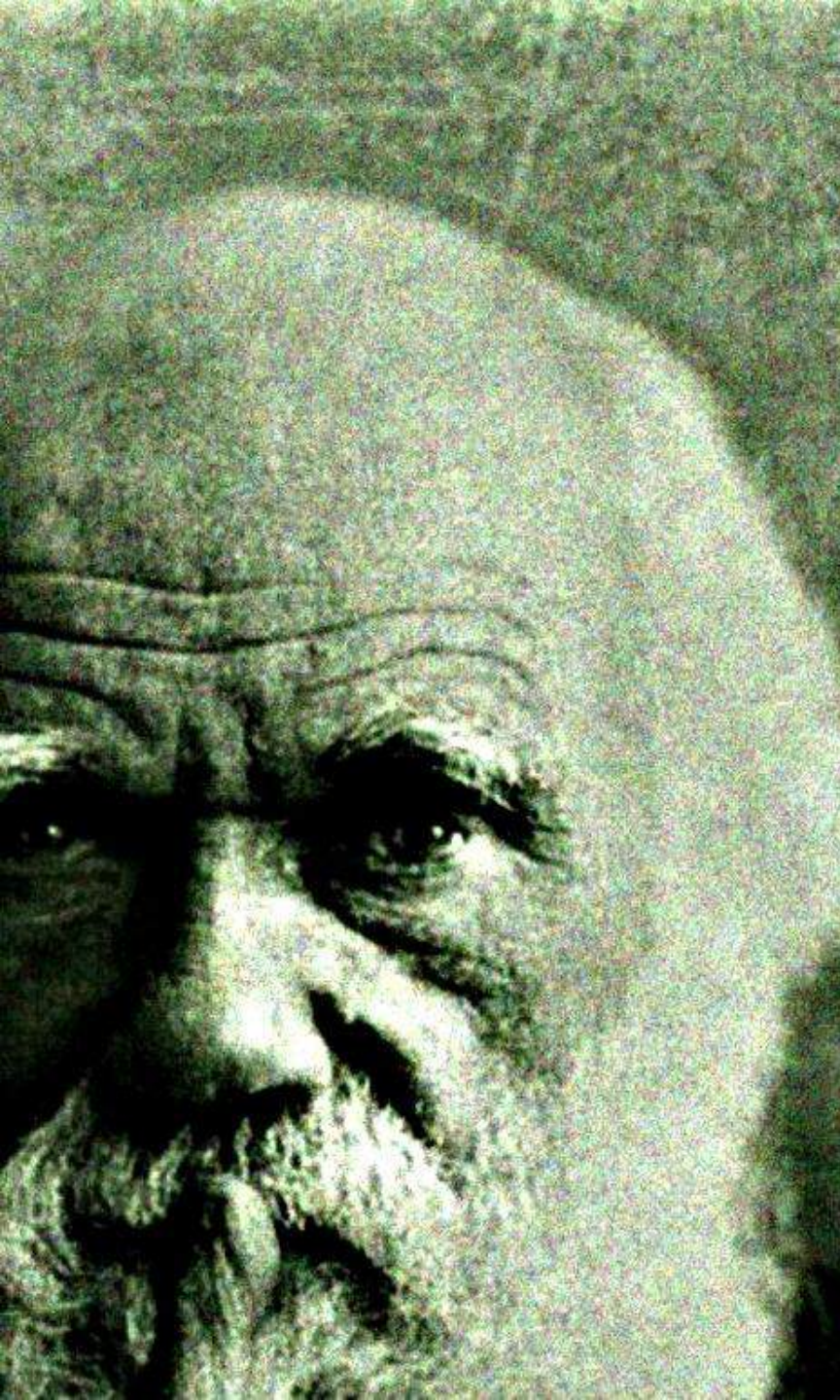
JPMorganChase completed a side-by-side comparison of a neurodiverse team with a neurotypical team, which indicated the neurodiverse team achieved 48% higher productivity.

thinking

OUTSIDE

THE BOX





“It is not the strongest of the species that survives, nor the most intelligent, but the one most responsive to *change.*”

~Charles Darwin, 1809

Supporting ADHD in the workplace

- **Get a recorder** such as the Livescribe or Smartpen to record important meetings (with the permission of your line manager).
- **Take notes throughout meetings** that threaten to bore you to tears. Plus the physical motion of taking notes will keep you focused. Frixion pens
- **Before a long meeting** or another quiet activity in which you will have to stay seated and be attentive, **walk around the block**, or come up with an excuse to go down to the convenience store in the lobby or around the corner. The activity will improve your focus during the meeting
- **Find the right boss.**
- **Find a “closer.”**

How many projects are lying idle on your desk? If you can't count them all, ask your boss if you can enlist a co-worker with closing skills to help out.

Parkinson's Law/Hofstede's Law: *Work evolves to fill the available time*

Headphone/background noise can work (Lo-Fi Hip Hop, 8D)

Audio materials while walking/running

Exercise generally helps

Play videos at X 1.5 speed

Get enough sleep

Moonpig

Hey Alexa!

red blue orange purple

orange blue green red

blue purple green red

orange blue red green

purple orange red blue

green red blue purple

Who are ADHD Ireland?

Services we offer

- * Source of information on ADHD for parents, professionals, groups
- * Parenting Courses
- * Lending library
- * Information on upcoming events/talks/research projects
- * Parent/Adults/Partners/Teen support groups
- * Suggestions?

What's on this week?

- Mon UMAAP (morning)
- Tues Online adult support group
Online support group parents
Adult Creative class
Right here, right now, DCM Learning!
- Wed Parents Plus course (sold out more on our web site!)
Talk for Government Department
Meet the Experts Metropole Hotel Cork
- Thrs Parents support group (in person Cork)
Talk for University
Our Annual Online Conference with the ADHD Foundation
- Friday Weekly online Mindfulness Class
Focus Hub

Socials





Support Line

- * People can and do call us 01-874 8349
- * Email: info@adhdireland.ie
- * Facebook, Twitter, LinkedIn & Instagram

Research we are involved with!

Research Invite!

Maynooth University
National University of Ireland Maynooth

If your child has features of ADHD, we invite you to our survey to learn more about their sleep

PARTICIPATE AT -
https://maynoothpsychology.qualtrics.com/jfe/form/SV_9Fa4j7dXwd93ls



Other People we work with!



Maynooth University
National University of Ireland Maynooth



ADHD
SUPPORT • EDUCATION • AWARENESS
IRELAND

A stylized graphic of four human figures in green, blue, pink, and orange, connected by a wavy line.

ADHD CARE
Training • Research • Awareness

A colorful umbrella graphic.

spectrum alliance



ADHD EUROPE
CREATING AWARENESS OF AD/HD

Our most popular post on Facebook this year (well last year)!

"Sorry to disappoint you
But I can't spank the
ADHD out of my child
Anymore than I can
Slap the ignorance out of
You

Perceptions!

- * Providing local focus to this global phenomenon, a recent study in the *Irish Journal of Medical Science* concludes: “Despite the high rates of ADHD among children, a slim majority of Irish GPs have positive attitudes towards ADHD. This could lead to undiagnosed or misdiagnosed cases.” The researchers questioned 140 GPs of whom only “58.8 per cent expressed a positive attitude towards ADHD”.



STIGMA

Thank You!

ADHD Ireland

- * Carmichael Centre for Voluntary Groups
North Brunswick Street, Dublin 7
- * Phone us – (01) 874 8349
- * Email us – info@adhdireland.ie
- * Check out our website – www.adhdireland.ie
- * Become a member/volunteer!

- * **If you would like a copy of this presentation please email**
- * **ken@adhdireland.ie**



Questions?

