

# Navigating Burnout - Workplace Accommodations

**Burnout isn't just exhaustion - it impacts:**

- Focus & executive function
- Emotional regulation
- Energy & motivation

**A full break from work may be the best reset,**

**but when that's not possible, workplace accommodations can be a lifeline.**

## **Essential Accommodations**

- Work from Home (Hybrid or Full-Time)
  - Reduces commuting stress
  - Minimizes workplace distractions
  - Allows for flexible energy management
- Quiet Workspace
  - Request a private office or quiet area
  - Use noise-reducing partitions if possible
- Noise-Cancelling Headphones & White Noise
  - Helps block distractions
  - Supports sustained focus
- Scheduled Uninterrupted Work Time
  - Block out 'focus hours' on your calendar
  - Minimize interruptions from meetings & emails

## **Additional Accommodations for ADHD Burnout**

- Flexible Deadlines & Workloads
  - Request extended time when needed
  - Break large tasks into manageable parts
- Reduced Meeting Load
  - Shorter, fewer, or async meetings
  - Get agendas & action steps in writing
- Task Delegation & Prioritization Support
  - Collaborate with a manager to adjust workload
  - Focus energy on high-impact tasks
- Clear & Structured Communication
  - Direct, written instructions work best
  - Use task management tools to track assignments
- Breaks for Movement & Regulation
  - Step outside, stretch, or use a standing desk
  - Sensory-friendly adjustments (e.g., fidget tools)
- Mental Health Days & PTO Support
  - Take breaks before burnout worsens
  - Request flexible leave options when necessary

## **ADHD-Friendly Adjustments for These Slides**

- Chunked Information: Small sections, easy to scan
- Bullets Over Paragraphs: Less cognitive overload
- Bold & Visual Cues: Quick processing aids
- Less Text Per Slide: More white space for clarity