



# Navigating Burnout: Workplace Accommodations for ADHD

Workplace accommodations that can help individuals with ADHD manage burnout. By requesting specific adjustments, you can create a more supportive work environment that aligns with your needs.

## Understanding Burnout's Impact

### Focus & Executive Function

Burnout can make it challenging to concentrate, plan, and organize. Tasks that were once manageable may feel overwhelming.

### Emotional Regulation

Burnout can lead to increased irritability, anxiety, and difficulty managing emotions. It's crucial to prioritize self-care and emotional support.

### Energy & Motivation

Burnout saps your energy and motivation, leaving you feeling drained and uninspired. You may find yourself struggling to engage in work-related activities.

# Essential Accommodations: Reducing Stress & Optimizing Energy

- 1 Work from Home (Hybrid or Full-Time)**  
Minimizes commuting stress, distractions, and allows for flexible energy management.
- 2 Quiet Workspace**  
Request a private office or quiet area, or use noise-reducing partitions.
- 3 Noise-Cancelling Headphones & White Noise**  
Block distractions and support sustained focus.
- 4 Scheduled Uninterrupted Work Time**  
Block out 'focus hours' on your calendar to minimize interruptions.

# Accommodations for ADHD Burnout: Tailored Support

## Flexible Deadlines & Workloads

Request extended time when needed and break large tasks into manageable parts.

## Reduced Meeting Load

Request shorter, fewer, or asynchronous meetings, and receive agendas & action steps in writing.

## Task Delegation & Prioritization Support

Collaborate with your manager to adjust workload and focus energy on high-impact tasks.

## Clear & Structured Communication

Direct, written instructions and task management tools can help track assignments.



# Enhancing Focus & Wellbeing



## Breaks for Movement & Regulation

Step outside, stretch, or use a standing desk to improve focus and reduce stress.



## Sensory-Friendly Adjustments

Experiment with fidget tools, soft lighting, or other sensory stimuli to support your needs.



## Mental Health Days & PTO Support

Prioritize taking breaks before burnout worsens and request flexible leave options when necessary.

# Empower Yourself

Remember, you are not alone. By understanding your needs and advocating for yourself, you can create a work environment that supports your well-being and allows you to thrive.