valued

Helping workplaces support employees with ADHD

Melina Troccolo, 2023

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INTRODUCTION

Statement

Human Resource Officers should provide accommodations for people with ADHD to work productively in an office environment.

Overview

People with ADHD are an incredible assets to any job, but due to a lack of accommodations, they are not able to achieve their full potential. I wish to persuade Human Resource Officers to support their employees with ADHD in order to help them be more productive in the workplace and help them feel more included, happy, and comfortable in their office environment.

Design Strategy

My research will help me persuade Human Resources Officers to help their employees with ADHD. I will focus on four lenses; Untapped Potential, Universal Design, HR Management, and ADHD.

I researched the untapped potential of people with ADHD. This is what I want to persuade Human Resource Officers: people with ADHD have a lot of potential and when accommodated properly they can be very productive and successful in a work environment.
I researched Universal Design and how it can be used to accommodate those with disabilities. In my project I will explain how it will be used to make accommodations for those with ADHD. And to overall improve the work environment.

Human Resources Officers is the audience for my project. Therefore, I must understand their point of view and what their job requires. I researched what their job was and what they do for companies and their employees. For my project, I needed to understand the strength and weaknesses of ADHD in order to discuss their potential and what they need accommodated.

Audience

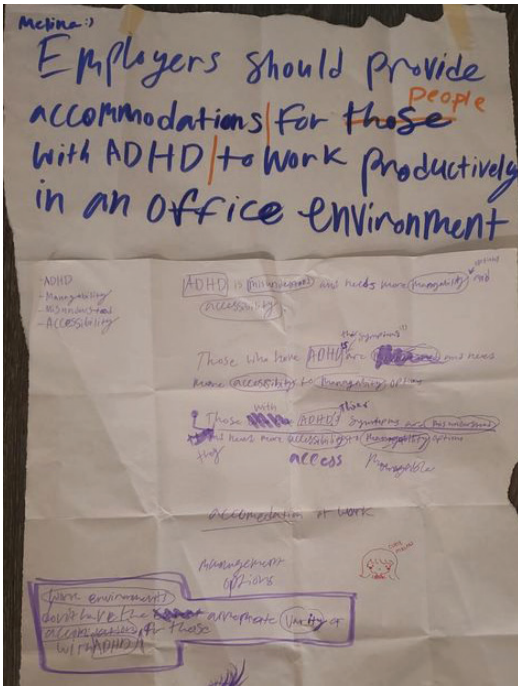
Human Resource Officers

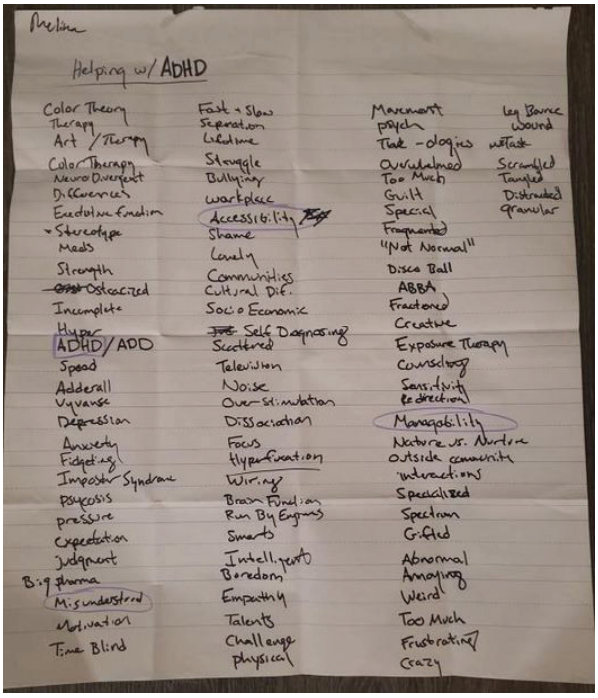
The main goal of my project is to persuade Human Resource Officers, therefore they are my audience.

Human Resource Officers are in charge of the well being and productivity of their employees. This project will help them understand that their employees with ADHD have a lot of potential and that HR Officers must improve their work environment to improve their performance.

Brainstorm

During class, students worked together to help build each other's capstones. We went through a brainstorming process during class time where we figured out what our capstone would focus on, what our defining sentences for our capstone was, and what our lenses for our research are.





LENS

Untapped Potential

People with ADHD have untapped potential in the workplace. As Randal Robbins says in the scholarly article The Untapped Potential of the ADHD Employee in the Workplace, “...an employee with ADHD may be the quintessential “diamond in the rough”. ADHD employees have the potential to outperform neurotypical employees if appropriately accommodated.
A lot of symptoms of ADHD affect a person’s executive functioning ability but this is only bad in certain contexts. Those with ADHD can focus on a project long-term and give topics diffuse attention which gives birth to different ideas from different angles. They tend to do long processes and daydream.
People with ADHD are smart and capable. Sadly, because of the symptoms of their ADHD, their genius gets trapped inside their brains. Those with ADHD tend to be “people people”, this is very important for the social environment of the workplace and also for the collaborative side of office work. They can work with others and work on their own successfully. Being “people people” helps them make meaningful connections with their colleagues. Those with ADHD have the ability to hyperfocus. This is a very useful skill. They can reach a type of flow in that hyperfocus that makes them even more productive. They are very creative people who tend to gravitate towards creative fields, for example, Graphic Design. Those with ADHD prefer variety, therefore they are kind of a “jack of all trades”. They have so much potential and can do so much good.

Why Does It Matter to My Project?

My project is about persuading Human Resource Officers to provide accommodations for people with ADHD to work productively in an office environment. In order to get them to provide these accommodations, I need to prove how useful and how much potential people with ADHD have.

Universal Design

Universal Design can be used to accommodate those with disabilities and to make products and environments that are able to be used by everyone. The article, Universal Design – Assisting Accessibility by Mary Ann Jackson, explains there are “seven principles of Universal Design: equitable use, flexibility in use, simple and intuitive, perceptible information, tolerance for error, low physical effort, size and space for approach and use.” Universal Design can be implemented in physical and nonphysical accommodations.

Why Does It Matter to My Project?

Human Resource Officers can use Universal Design to provide accommodations for those with ADHD. People with ADHD need a flexible office space where they can move around, an informal work environment, obtainable clean goals, “feedback often”, and “encouragement”.
Adding these accommodations will help not only those with ADHD but make the work environment more neurodiverse-friendly in general. Undiagnosed people can also benefit from these accommodations.

HR Management

A Human Resource Officer is responsible for protecting their employees and making them feel comfortable. They are also in charge of hiring qualified employees for the company.

Human Resource Officers are in charge of creating a happy, healthy, and productive environment. Knowing what HR Officers are in charge of and what influences them will help me understand their habitis. “Human Resource management strategies and practices are influenced significantly by their social environment”. (Werner Nienhueser, Societal Prerequisites and Consequences of Human Resource Management) Each office space is different and has its own environment, both physical and social. This means accommodations will have to be flexible for each space, in the areas physical space, teamwork, social, and workload-wise. In their field, they have to be extremely flexible and open to change in order to create a happy and productive environment.

Why Does It Matter to My Project?

Human Resources Officers are the audience for my project. Therefore, I must understand their point of view and what their job requires. I need to understand what would make them interested in reading my booklet on the untapped potential of those with ADHD.

ADHD

ADHD, also known as Attention Deficit/Hyperactivity Disorder, is a common neurodevelopmental disorder that can be found in children, teenagers, and adults. It is a lifespan disorder which means those who have it experience it forever. Those with ADHD's have brains that are wired differently. They experience symptoms such as hyperactivity, impulsivity, short attention span, fidgeting, etc. Those with ADHD have difficulty with executive functioning skills such as organization, prioritizing and commencing tasks, time management, and managing long-term projects. They have a tendency to tune in and out of conversations and activities and can lose energy quickly.

ADHD tends to go undiagnosed, a lot of people don't realize they have it until they are adults. This is due to the fact they have not being tested, being tested wrong, or many other reasons. Undiagnosed people can also benefit from these accommodations. Sadly, there is a stigma attached to neurodiverse individuals. The scholarly article The Untapped Potential of the ADHD Employee in the Workplace by Randal Robbins discusses this stigma from a financial standpoint, "...ADHD employees will make between $10,791 and $4,334 less than employees without ADHD..." This stigma also affects the workplace environment and how those with ADHD interact professionally.

Why Does It Matter to My Project?

For my project, I needed to understand the strengths and weaknesses of having ADHD. Researching their symptoms and learning about it helps me better understand people with ADHD.

DESIGN

Names

Picked Name: Valued

My project is named Valued. The word is an adjective meaning to be beneficial, cherished, or important. My project is persuading Human Resource Officers how valuable employees with ADHD are and how they should be valued in the work environment by accommodating them properly.

Possible Names

ADHR
Proffice
Proactivity
Smart Management
Manage Smarter
HR SOURCE
Hire with Care
Cowork
Office Efficiency
Work Together
Productive Focus
Diverse Attention
Focus on Diverse
Let’s Focus
Focus Together
Focus
Pay Attention
Universal Focus
Focus Help
Diverse Minds
Productive Minds
Untapped Focus
Untapped Minds

Mark

The name for my project is Valued. I decided to make my mark a typographic logo mark in order to properly represent my brand. As stated in my reason for the name, the word valued is an adjective meaning to be beneficial, cherished, or important. I tried different icons but they did not fit or properly represent the brand. The logotype is underlined in order to express the importance of how valued employees with ADHD are. Underneath is the tagline: Helping workplaces support employees with ADHD.

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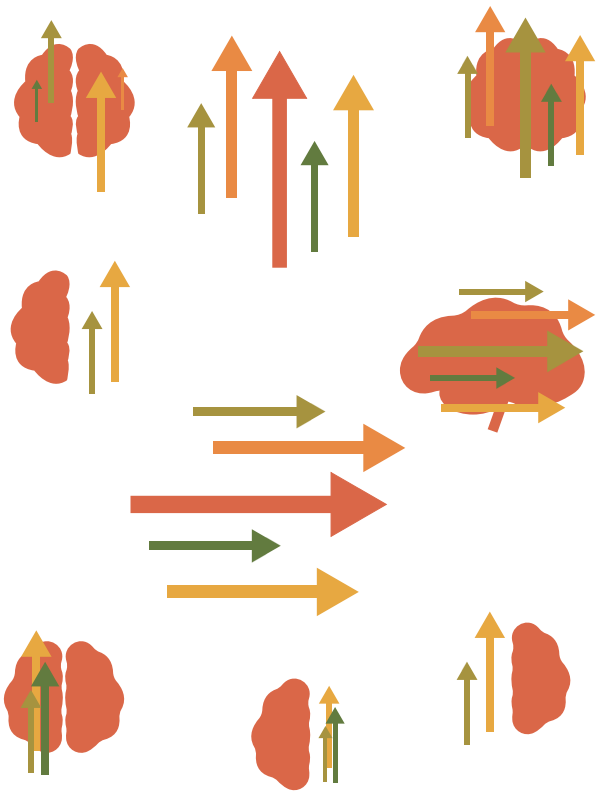
Helping workplaces support employees with ADHD

Possible Logo Marks



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Helping workplaces support employees with ADHD

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Typography

Acumin Variable Concept
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Kohinoor Telugu
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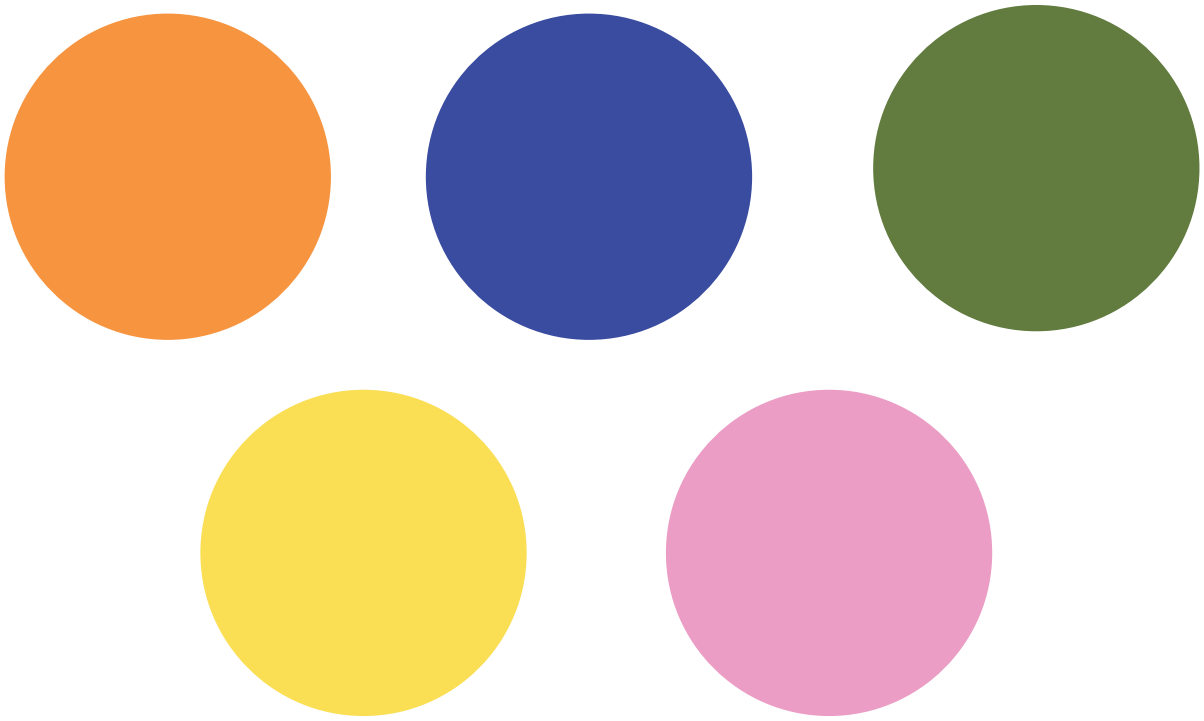
Kohinoor Telugu

I chose fonts that were structured and simple in order to create a professional business feel. I also felt the simple style fit with my tone and illustration style.

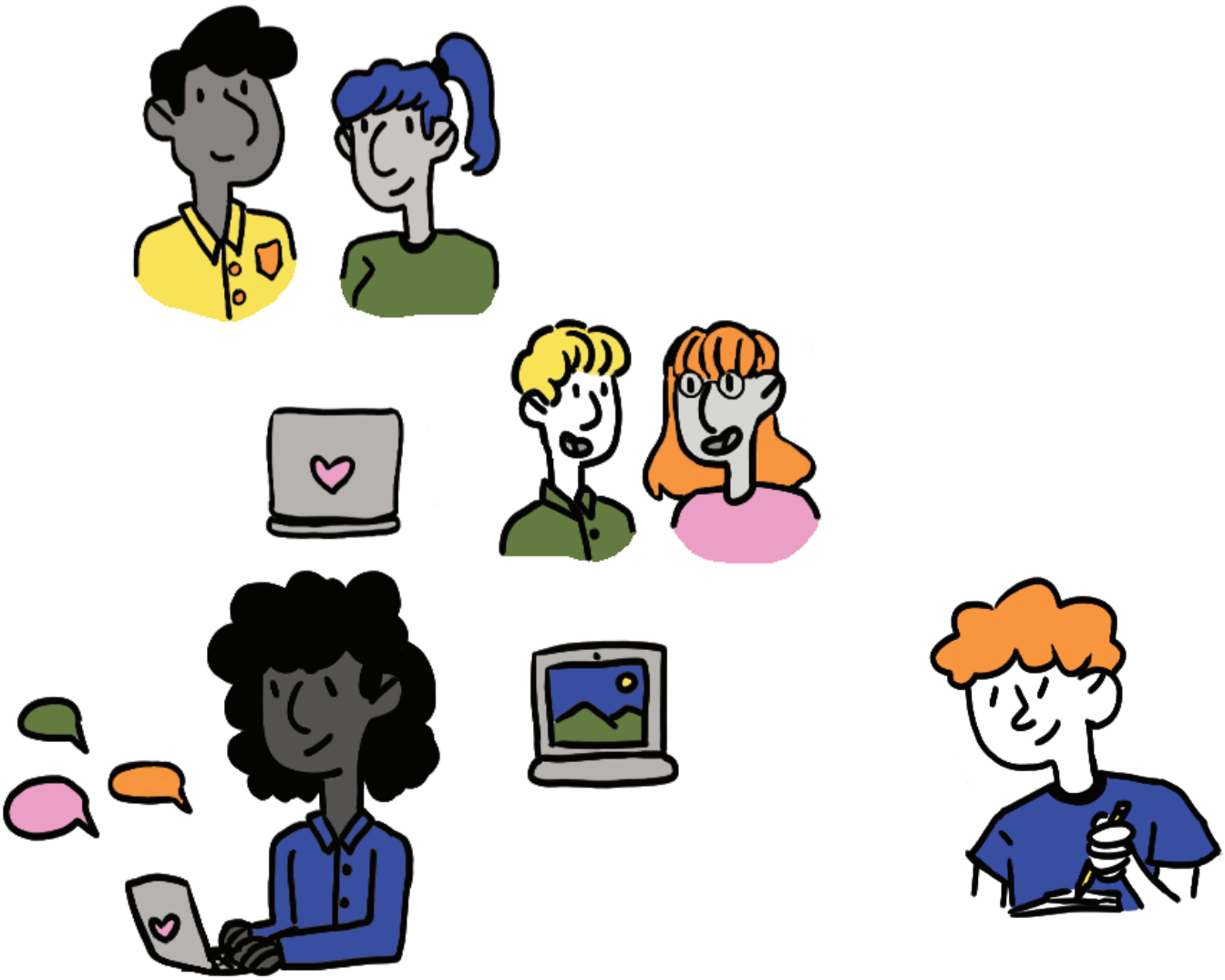
Color Palette

When researching my colors I decided to use colors that represent and improve focus. The main colors that came up in my research were orange and green. I added pink and yellow to include a pop to my color palette. I also made sure to include blue in my palette. Blue represents trust.



Illustrations

I chose a simple and smooth illustration style. I thought the think lines and limited color palette would be easy to digest and wouldn’t steal to much attention from the information in the booklet. I decided to draw the illustrations myself in order to get the exact style I want. Also, adding my own illustrations adds a nice personal touch to my project. I considered photos but I thought those would be too corporate and limit my visuals.



Tone

Positive

The tone of my project is positive. My project is persuading Human Resource Officers to make a positive change in their work environment. Also, keeping the tone positive helps persuade Human Resource Officers to see that making accommodation for their employees with ADHD will be a positive change the work environment.

Deliverables

My deliverables will focus on persuading Human Resource Officers to help their employees with ADHD be more productive in their jobs and help them feel more included, happy, productive, and comfortable in their work environment. They will be booklets that will include fun visuals of people enjoying work and being productive. It will also include lots of information on the strengths of those with ADHD, Universal Deisgn, and a productive workplace.

OUTCOMES

Reflection

The tone of my project is positive. My project is persuading Human Resource Officers to make a positive change in their work environment. Also, keeping the tone positive helps persuade Human Resource Officers to see that making accommodation for their employees with ADHD will be a positive change the work environment.

Sources

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