

## Ask the Expert

Compiled by Karen Sampson Hoffman, MA

### ADHD in the Workplace: Finding Success



**Melanie Whetzel**, Senior Consultant and Cognitive/Neurological Team, Job Accommodations Network

([AskJAN.org](http://AskJAN.org))

**When I use a note-taking device or a recording app on my cellphone, how can I reassure my colleagues that it is only for note-taking? I don't want them to think that I'm trying to invade their privacy or use it for any reason other than notes. Notes and recordings help me to remember what was discussed and agreed on during our meetings.**

Some employers will let you record and then allow you twenty-four hours or so to set that information into notes, or do whatever you need to do with it, and then delete that recording. Coworkers are often a little nervous about having personal or individual conversations picked up. I would suggest to my coworkers that if we're talking unprofessionally or discussing things not related to work, then maybe the presence of a recorder can help us have more productive meetings by avoiding unprofessional or off-topic discussions. Some employers say, "No cellphone, but we'll get a device for you to make recordings and we'll keep it locked up in the meantime." Some employers won't do this, but they'll have someone in the meeting who takes really good notes and then distribute those



minutes afterward. This can work for everyone's benefit, because people don't always hear everything said during meetings.

**Am I required to inform a potential employer that I have ADHD before I'm hired? Is this something I should tell them during the interview?**

You are never required to disclose a disability unless you need an accommodation. If you don't need an accommodation during the application or interview process you don't have to disclose that information. You can disclose it on the first day of work if you find you need an accommodation. Or you can disclose it months or years later if something changes.

We've had people say that an employer has told them, "Well, you should have told me this before we hired you." But that's not true—you don't have to tell them until you need an accommodation. You can keep that information to yourself as long as you need to, until you need an accommodation.

### ADHD and Military Families: Resources for Service Members



**Heather Hebdon**, Director, Specialized Training of Military Parents ([STOMPPProject.org](http://STOMPPProject.org))

**My child has an IEP and we will soon be stationed overseas. Can he continue his IEP at his new school overseas?**

You need to carry that IEP document and your child's last educational evaluation with you. The military system will look at both the medical needs and educational needs of the child. They cannot deny an overseas placement based on lack of educational services, but they can deny you placement based on medical needs. Department of Defense Education Authority (DoDEA) has to provide a free and appropriate education for service

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members' children. If you can go over there and can have that IEP, don't expect that the school will have a lot of prior notice that you're coming. The IEP may never have been seen by the DoDEA school, so don't be surprised. They should implement that IEP to the best of their ability while they determine if the dependent child meets the criteria to receive services or an IEP through a new educational evaluation at the new DoDEA school.

**Are there advocates available for parents with children in DoDEA schools? How can parents find an advocate to help them?**

Through STOMP, we have a network of volunteers, including some overseas, who have gone through specialized training. Unfortunately, we don't yet have the number overseas that we would like. I have attended some IEP and 504 meetings by telephone with some parents, as have members of my staff. Our volunteers are listed on our website, [STOMPPProject.org](http://STOMPPProject.org). If parents don't see a volunteer in their area, there are ways we can help them, no matter what.



**Why Kids with ADHD Lie and What to Do About It**



**Thomas W. Phelan, PhD**, Author of *1-2-3 Magic: Effective Discipline for Children 2-12* (Parentmagic, Inc., 2010)

**You suggest that to help children avoid impulsive lies, parents should not ask impulsive questions. What is an impulsive question and why should I, the parent, avoid them?**

An impulsive question is something that you think of on the spur of the moment, and you tend to blurt it out without thinking. Kids with ADHD often have parents who have ADHD, so we potentially have two impulsive people. When you ask a question on the spur of the moment, not only are you catching your child off guard and not giving him a chance to think, you're very likely to be upset already. If you ask an impulsive question when your child knows you're upset, the child is more likely to lie and take the easy way out, so as to not upset you further. Spur-of-the-moment and very emotional, that's not what you want to do.

**Should you call out your child when you've caught her in a lie?**

If you know that she's lied, you can give her a consequence for the lie. Don't have a fit about it, it's not treason. You say, You lied and I don't like that, and we need to trust each other in this family. You lied, this is what the consequence will be, better luck next time.

**Are punishments effective in deterring future lying behavior?**

Punishments can be helpful but usually not by themselves. If punishing is the only tactic, it's not likely to be helpful. Punishment can work, but only if combined with a good relationship with your child. Punishments are not helpful if they're administered in a hard, angry way, because the kid only hears "You're a bad kid." They say punishment without a relationship only creates rebellion. Punishment with a good relationship is good discipline. **A**

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