Integrating and Maximizing the Work Productivity of Employees with ADHD in High-Tech and Knowledge-Intensive Industries

ADHDoTech is a social venture that promotes equal employment opportunities for people with Attention Deficit Hyperactivity Disorder (ADHD). Our goal is to lead the optimal integration of people with ADHD into the high-tech industry in particular, and into knowledge-intensive industries in general, and to help them realize their full occupational potential. It is a public-benefit social initiative operating under the "Mityaalim" social foundation for the advancement of financial education.

Employees with ADHD typically have above-average IQ and EQ. The unique traits they offer an employer are often expressed through curiosity, creativity, high performance under uncertain conditions, empathy, mental resilience, high energy (starters), and cognitive flexibility.

Yet many studies show that these talented employees struggle to realize their occupational potential compared to neurotypical employees – those without ADHD. They find it hard to express their full potential, tend to change jobs more frequently, use more vacation and sick days, and show other behaviors that indicate difficulty functioning successfully in the workplace.

The high-tech work environment is optimally suited to employees with ADHD:

- Making decisions and taking action under conditions of missing information and uncertainty.
- The work is characterized by high pressure and challenging goals.
- Creativity and finding new solutions on the fly are required.
- Empathy and high mental resilience are required.
- High energy and maximum cognitive flexibility are required.

All these traits and more are found in abundance in people with ADHD!

Why?

Mainly due to a lack of awareness of the disorder's challenges alongside its advantages – on the part of both the employee with ADHD and their managers. To unlock the superpowers of people with ADHD, we need to build awareness, a safe environment, and tools for coping with the challenges – for the employees themselves and for their managers alike.

How?

- **Personal mentoring program**
  For employees with ADHD and for job seekers in high-tech.
- **Manager training**
  Training managers of employees with ADHD and implementing adapted management tools.
- **Supportive community**
  A place to consult, collaborate, and learn from monthly lectures and meetups in the field.

Together We'll Create Meaningful Impact

Social Impact

Training managers, raising awareness, joining the ADHDoTECH community with quarterly intro lectures and meetups, and appointing an internal organizational ambassador.

Economic Impact

Increasing the productivity and effectiveness of all employees in the company, and of those with ADHD in particular. Economic savings and long-term employee retention.

Organizational Impact

Training managers, raising awareness, joining the ADHDoTECH community with quarterly intro lectures and meetups, and appointing an internal organizational ambassador.

Our Services

1:1 Mentoring for Employees

A three-month program (12 sessions) of close work with an experienced mentor from the industry, focused on successfully coping with occupational challenges. The program dramatically improves employees' effectiveness and their ability to realize their superpowers.

Introductory Lecture

A lecture by the organization's founder telling the story of ADHD in high-tech. Intended for all employees. It aims to raise awareness of the challenges alongside the strengths of employees and managers with ADHD, and to promote open internal dialogue on the subject.

ADHD Ambassador Training

Training an internal representative (a company employee) to sustain the organizational change and internal initiatives that preserve employees' competence, provide ongoing support in creating an enabling environment for employees with ADHD, and keep realizing potential while branding the organization as inclusive and diverse.

Organizational Mapping

An anonymous survey of managers and employees plus personal interviews, conducted by the venture's volunteers, that helps identify the impact of ADHD in the organization and map unrealized potential. The organization receives a comprehensive report on the prevalence and severity of the challenge, plus a tailored action plan.

Community

Joining a social community that serves as a platform for building connections, collaborations, and ongoing support for high-tech employees with ADHD. Optimal integration of people with ADHD into high-tech, and hosting intro lectures and meetups in the field.

Manager Training

A practical training workshop for managers, providing tools for optimal, adapted management of people with ADHD. For managers – saving management time, reducing frustration, and gaining more effective employees. Creating a supportive work environment that enables the fulfillment of their inherent potential.