

Transcript — Supporting neurodivergence in the workplace

[**Description:** Close-up of a person with curly hair wearing a turtleneck.]

Jamie: I struggle with long meetings. A lot of that is me trying to pay attention, trying to stay focused. And sometimes, by the end of the meeting, I'm like, "Oh, my gosh, I have no idea what just happened."

[Bright, upbeat music]

[**Description:** Behind-the-scenes shots of the people in the video receiving directions, getting their hair fixed, and sitting down in front of the camera.]

[**Description:** Close-up of a person in a cowl-neck sweater and a scarf tied over their hair.]

[**On-screen text:** Jasmine. Teacher. ADHD/Dyslexia.]

Jasmine: One thing that I struggle with dyslexia is, like, retaining some of the information. Sometimes I may hear a word and think, "Oh, I've got it," and I don't.

[**Description:** Close-up of a person wearing a button-down shirt and a blazer.]

[**On-screen text:** Peter. Entrepreneur/Author. ADHD.]

Peter: I remember one of the first meetings I ever had, I had a pencil in my hand and I was flipping it. You know how you flip it, like, over the fingers? The guy who was the head of the editorial department, he looks at me like, “Peter, can you please stop that?” And, it just, it burned into my soul.

I mean, here’s my first, second day on the job. Thirty minutes in, and now I’m the pencil-tapping guy that got called out by the editor-in-chief.

Jasmine: I remember mentioning it to friends and family, like that, “Just something seemed off.” Like, “Why couldn’t I figure these things out?”

Jamie: They’re just like, “They’re not going to fire you.” Like, “You’re doing fine.”

Jasmine: And so it was like, “I could just avoid this and it’ll go away.”

[**On-screen text:** Jamie. Product Manager. ADHD/Dyslexia.]

Jamie: They’re just like, “Oh yeah, totally normal.”

[Description: Jamie puts her fingers to her temples and looks down, shaking her head.]

Jamie: And I'm like, "If this is normal, I can't do this," you know?

Peter: With ADHD, I have a very, very, very fast car for a brain. With very, very bad brakes.

Jasmine: When... [starts over]. There's actually one time where a student asked me to read something of theirs out loud. I mispronounced like three words. I remember saying something like, "I said that wrong. That's all right. We're gonna move on."

I did have immediate shame and I had to, like, I had to shake it off really, really fast.

[Description: Jasmine clenches her fists and shakes her hands.]

Jasmine: Oh, my gosh, uh, just so uncomfortable and so worried that, um, people would just call me dumb.

Jamie: One of the most difficult things in a work environment, for me, is people expecting me to have the same processes as them. And sometimes they're confused when they're looking at what I'm doing. And I look at what they're doing and I'm also confused. [Laughs]

Peter: Impostor syndrome affects you so much more when you're neurodiverse. Because you start to believe that every bit of success you have is just pure luck.

ADHD is all about knowing what works for you. The key is to find more of the highs and less of the lows.

Jamie: Sometimes it still is a challenge to focus for long periods of time. When I'm in action, it's a lot easier to focus and to be present.

Jasmine: I used to get more stressed at work and anxious than other people. But now, I feel like I've developed some coping mechanisms that are healthy. And that, like, helps solve the problem versus, like, avoid it.

And I also think I've really worked hard to surround myself with people in my work environments that understand.

[Sonic [Understood](#) logo]