



Empowering diverse, high-performing teams

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Hi, I'm Ilana.

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**My lived
experience
with ADHD**



**My real
experience
as a leader**



**A tool to
empower
teams**





Leading and managing teams for 15+ years



And I have ADHD



8.1%

The estimated lifetime prevalence of ADHD in
U.S. adults aged 18 to 44

Source: [National Institute of Health and Mental Health](#)



ADHD in the workplace

Credit: This image was created with the assistance of DALL·E





Diverse, high-performing teams

Source: [CIO.com](https://www.cio.com), October 2023



- Communicate how you work best
- Empower those around you to do the same



The User Manual

A tool to empower teams to
leverage their unique strengths
and do their best work



Here's mine

+ How I work

I work best when I have uninterrupted time to myself.

+ How to help me

I thrive on specific feedback. Give me positive reinforcement if I'm doing well.

+ How best to communicate with me

I prefer context and structure. I might repeat things back in lists or take notes!

+ Things I love doing

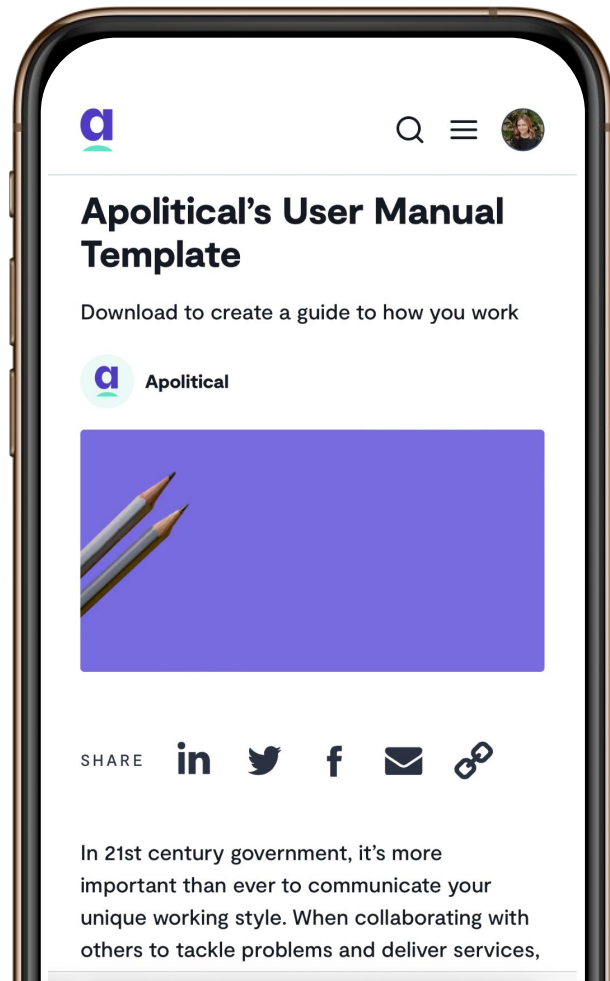
I love discussing and brainstorming ideas.



It often requires psychological safety for a neurodiverse team member to open up without fear of judgment



You'll be able to grab a copy
you can use with your teams
after the event >





In summary:



Advocate for yourself

Tell your peers, managers, and teams how best to work with you so you can thrive



Advocate for others

Ask and respect the same of others to create a culture that empowers diverse teams

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Thank you.

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