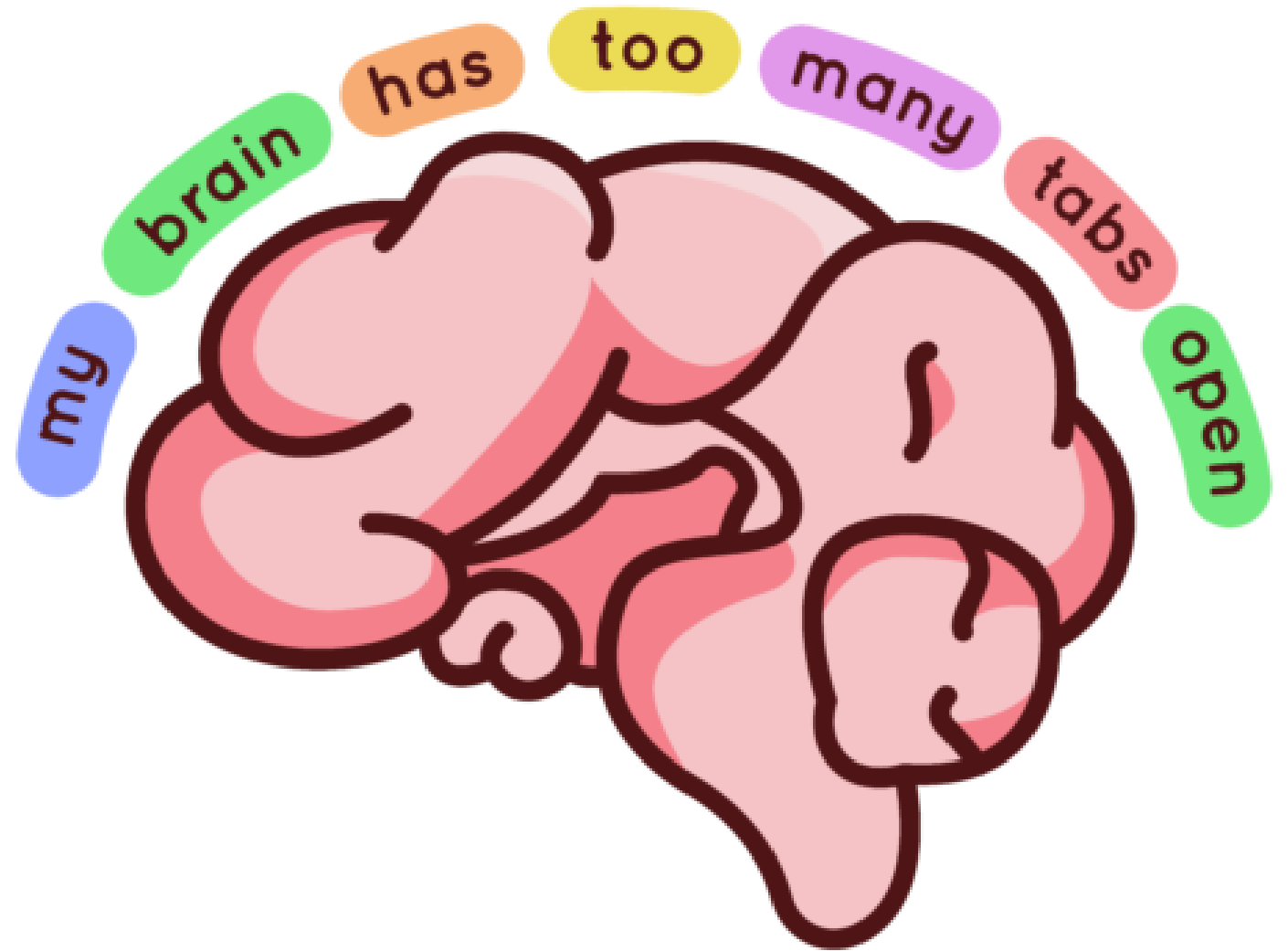


ADHD and Small Firm Practice

D. C. Bar Lawyer Assistance
Program

LAP@dcbar.org

202.347.3131



WHERE

are we going?



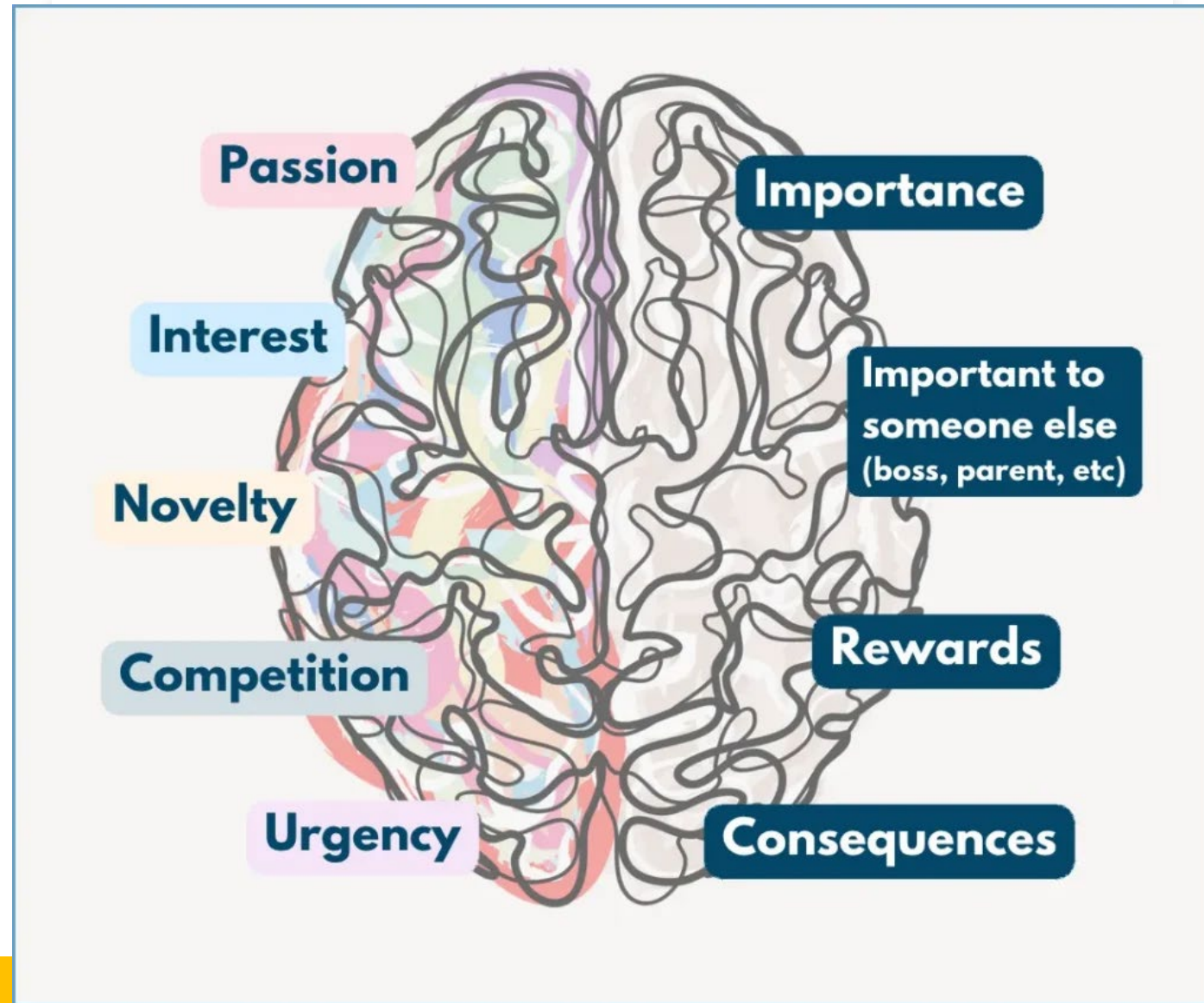


ADHD: an individual experience

- No one right answer
- Answers vary moment to moment
- It is a process



How are you accommodating your brain?





Emotional
Dysregulation



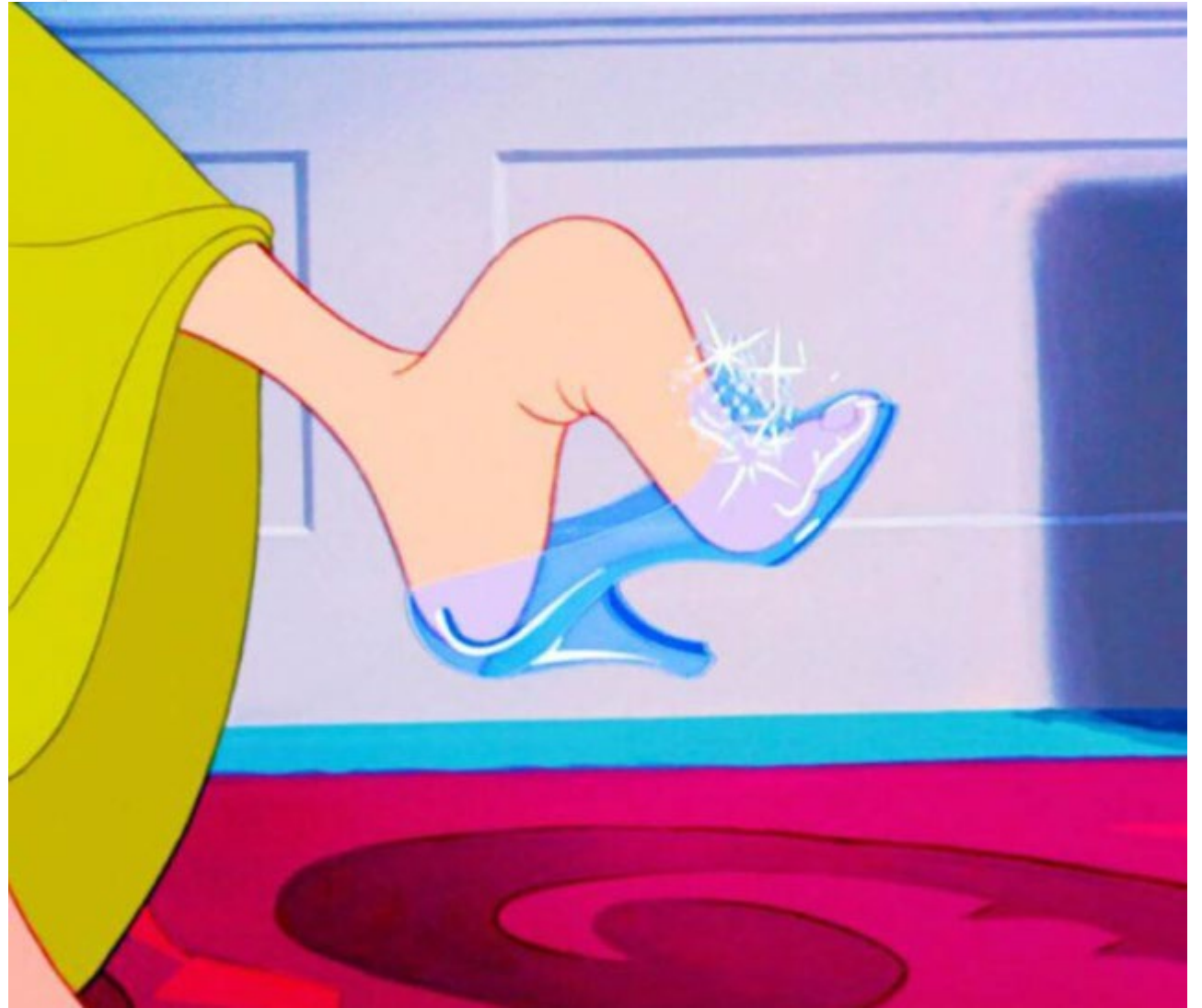
Motivation:
the ADHD
Initiation
Hurdle

Systems and Organization

1. What problem are you trying to solve?
2. What would a good solution look like?
3. What has worked for you in the past?

Consider:

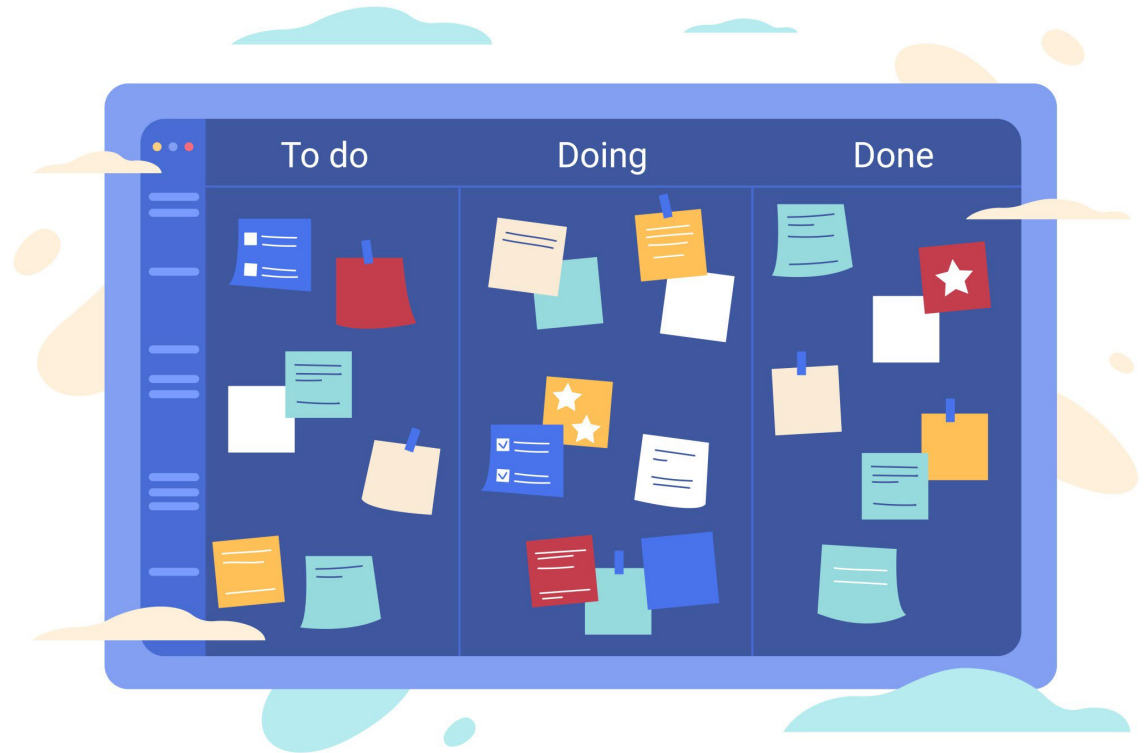
- Learning style
- Organizational style
- Lifestyle



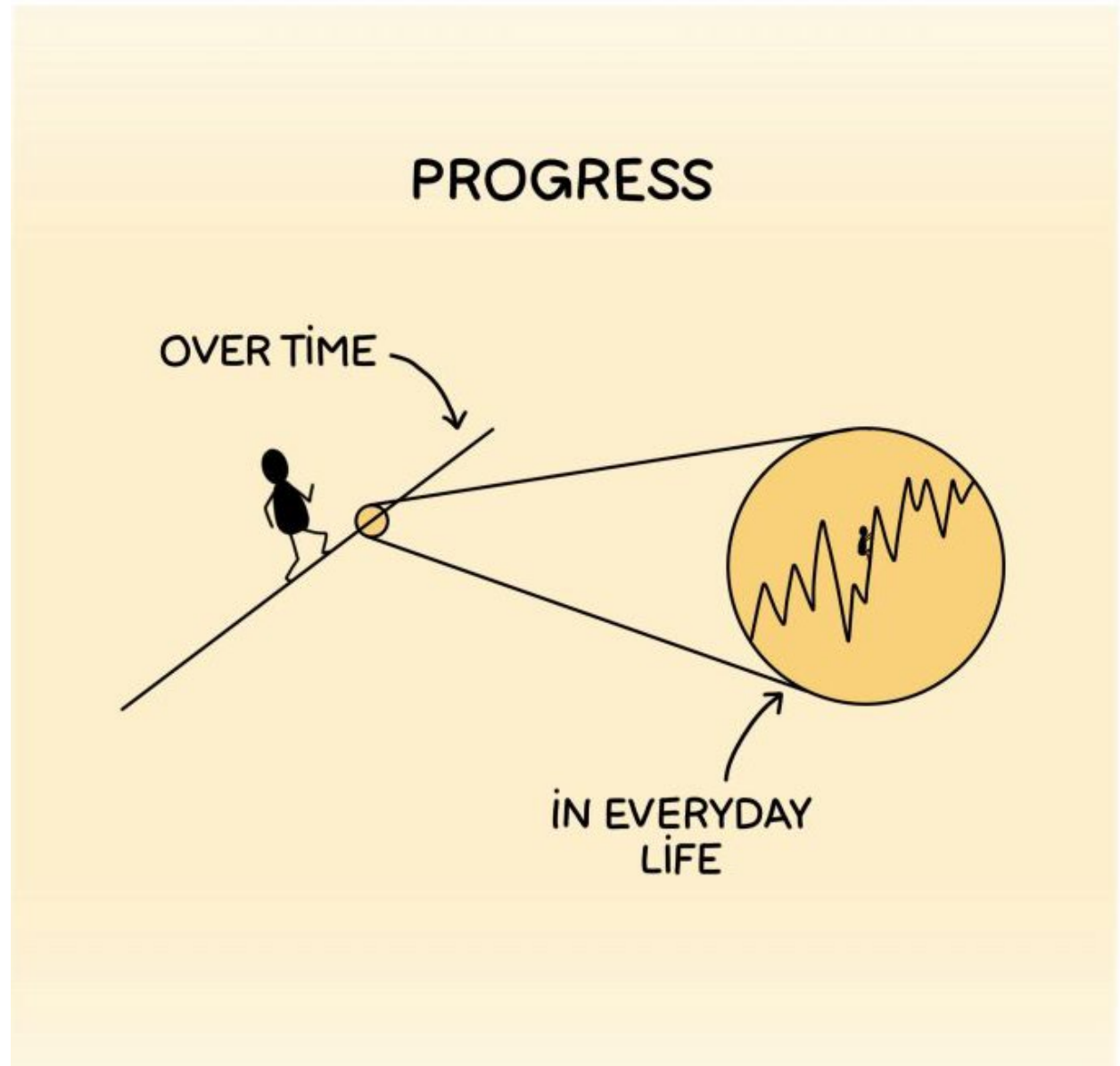
What do I **ABSOLUTELY** have to do today?

5 Rs system

- 1. Recognize** (where your body/brain is)
- 2. Regulate** (breathing, stretching, stand up, drink water, etc.)
- 3. Rewrite** (your task list or whatever you use)
- 4. Reduce** (your list to the 2-3 things you want to prioritize)
- 5. Remake** (your priorities into some more specific or actionable)



What is one action step that you want to commit to starting/trying when you leave here?



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**Free &
Confidential**
Services of the
D.C. Bar Lawyer
Assistance
Program

- Clinical assessment, short-term counseling, and referrals to resources
- Wellbeing support groups (virtual)
- Consultations with concerned others, such as employers, colleagues, or family members
- Volunteer/peer mentor connection
- Well-being programming and guidance for legal entities and law schools

**Call 202-347-3131 or
email LAP@dcbar.org**

D.C. Bar Lawyer Assistance Program

ADHD Support Group

- **This group meets on the third Thursday of every month at 1p.m. ET on Zoom**
- This support group is a free and confidential space designed
- for lawyers and law students who are dealing with the challenges and strengths associated with ADHD. Join us to connect with peers, share experiences, and harness your unique abilities in a supportive environment. Please note that you don't need a formal diagnosis to participate.
- [Register here](#)

Resources

- **ADHD TOOLBOX: [NOTION](#)**
- Organization Style Quiz (<https://clutterbug.me/what-clutterbug-are-you-test>)
- How to ADHD YouTube series (<https://www.youtube.com/@HowtoADHD>)
- [ADHD 2.0](#): New Science and Essential Strategies for Thriving with Distraction—from Childhood through Adulthood by Edward M. Hallowell, M.D. and John J. Ratey, M.D.
- [Practical Tips for Lawyers with ADHD](#), JDHD podcast
- ADHD Anit-Planner <https://adhddd.com/>



What Phase of Self Awareness Are You At in Your ADHD Journey?

- Phase 1: you're learning to accept where you're at without judgment
 - Phase 2: you're doing a lot of reflection after not sticking with the habit or the goal so you can learn from the experience
 - Phase 3: you're catching yourself mid-habit or mid-practice and pivoting as needed
 - Phase 4: where you can anticipate the obstacles ahead of time and accommodate your brain (tools/environment/expectations/etc.)
-



What aspect of ADHD do you find most challenging in the workplace?

- Analysis paralysis (difficulty making decisions)
 - Hyperfocus to the detriment of other tasks/responsibilities
 - Maintaining focus/sustained attention
 - Motivation (difficulty getting started)
 - Time management
 - Emotion regulation
-



What is one strength of the ADHD brain that you most identify with?

- Hyperfocus
 - High energy
 - Resilience
 - Spontaneity
 - Persistence
 - Creative problem solving/resourceful
 - Empathy
 - Adapting to new situations
 - Willing to take risks/entrepreneurial spirit
 - Strong sense of justice
-



Do you currently accommodate your brain by...?

- Listening to music
 - going to a coffee shop/library/etc
 - changing work locations in your home/office
 - having TV in the background
 - rewarding yourself upon task completion
 - using an accountability partner
 - planning and taking breaks
 - gamifying a task/making it a competition
 - fidgeting
-



Do you currently use any of these to limit distractions?

- noise-canceling headphones
 - apps to block social media/internet use
 - keep workspace tidy
 - write down distracting thoughts as they come
 - turn off notifications on phone/email
 - put phone in another room
 - use white (or another color) noise
 - set boundaries with others
 - get adequate sleep
 - stay hydrated
 - body doubling
 - schedule blocking
-



Have you ever thought (or felt) you . . . ?

- are too sensitive
 - cry too easily
 - excite quickly
 - intensely feel rejection
 - are quick to anger
 - ashamed of your intense "over reactions"
 - have strong reactions to demands
-