



# OVERCOMING PROCRASTINATION (AND MORE):

## Lessons from ADHD Coaching

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Friday, September 30, 2016 / 3:30 PM - 5:00 PM / Salon H



# GROUP DISCUSSION:

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Why are you here?

What are you hoping to get out of this session?

# WHAT IS ADHD?

Attention Deficit-Hyperactivity Disorder is:

*A persistent pattern of inattention and/or hyperactivity-impulsivity*

***that interferes with functioning or development,***

*has symptoms presenting in two or more settings (e.g. at*

***home, school, or work; with friends or relatives; in other activities),***

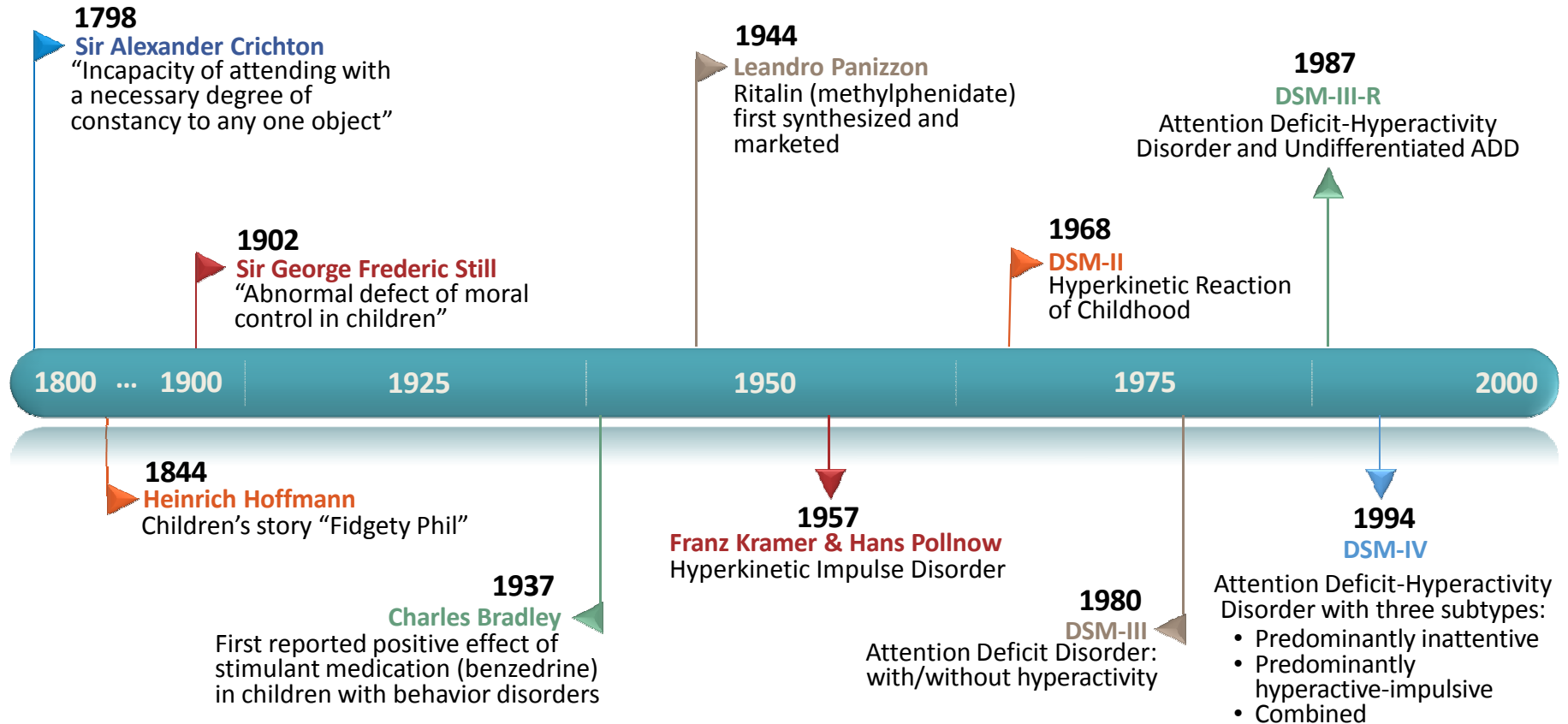
*and negatively impacts directly on*

***social, academic or occupational functioning.***

*Several symptoms must have been present before age 12 years*

*(American Psychiatric Association, 2013).*

# HOW WE GOT TO TODAY



# IMPACTS OF ADULT ADHD



***DECREASED***

Not just a concern for children:

11 % of children in U.S. *diagnosed*  
...Up to 80% persist into adulthood

# IMPACTS OF ADULT ADHD

Annual costs incurred in the U.S.:

- \$242 Billion overall
- \$194 Billion for adult ADHD
- \$52 Billion to treat; \$18K per individual
- 143.8 Million days of lost productivity



***INCREASED***

# IMPACT: TASKS



# IMPACT: SOCIAL CUES & RELATIONSHIPS

## *Difficulties making & keeping friends*

*Not thinking of consequences*

*Trouble remembering what was said*

*Trouble listening to others*



*Short temper*

*Impulsivity*

*Chronic interrupting*

*Speaking too quickly*

*Talking too loudly/quietly*

*Zoning out*

*Inattention*

*Wandering attention*

*Fleeting eye contact*

*Explosive reactions compared to situation*

*Inappropriate or non-PC topics*



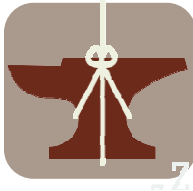
# IMPACT: EMOTIONS



# GROUP ACTIVITY



Step 1: Pair up



Step 2: Example from past/present re: ADHD-like struggle

- Self
- Client (remember confidentiality)
- Hypothetical



Step 3: Coach for 15 min. (7-8 min. each coach)



Step 4: Be prepared to:

- Notice where client is getting stuck
- Tools/techniques for getting unstuck
- Anything missing for you to coach effectively?



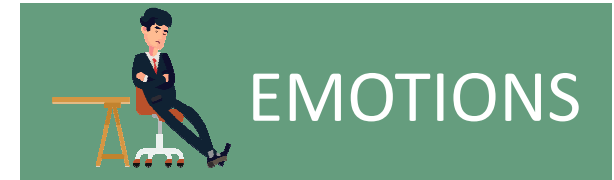
## TASKS

*Underestimating time to do things*  
*Perfectionism*  
*"Time blindness"*  
*Missed details*  
*Hyperfocus*  
*Fidgeting*  
*Missed deadlines*  
*Constantly taking breaks*  
*Inability to multi-task*  
*Difficulty remembering directions*  
*Trouble initiating & reinitiating*  
*Procrastination*  
*Low motivation*  
*Extreme distractibility*  
*Easily bored*  
*Difficulty staying on task*  
*Lack of focus*  
*Incomplete work*



## SOCIAL CUES & RELATIONSHIPS

*Talking too loudly/quietly*  
*Not thinking of consequences*  
*Difficulties making & keeping friends*  
*Trouble listening to others*  
*Trouble remembering what was said*  
*Zoning out*  
*Speaking too quickly*  
*Inattention*  
*Chronic interrupting*  
*Short temper*  
*Fleeting eye contact*  
*Impulsivity*  
*Wandering attention*  
*Explosive reactions compared to situation*  
*Inappropriate or non-PC topics*



## EMOTIONS

*Instant gratification*  
*Trouble making decisions*  
*Easily frustrated*  
*Low expectations of self*  
*Excitement junky*  
*Powerful inner critic*  
*Mood swings*  
*Easily stressed-out*  
*Negative self-talk*  
*Hypersensitive to criticism*  
*Insecurity*  
*Self-medication*  
*Dangerous risk-taking*  
*Low self-esteem*  
*Sense of underachievement*  
*Irritability*

# GROUP ACTIVITY: DEBRIEF

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Where did the client get stuck?

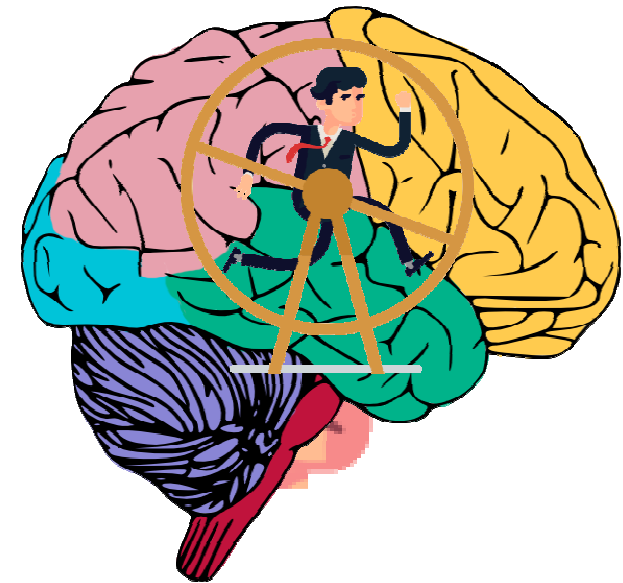
What tools/techniques did the coach use to get unstuck?

Was anything missing for you to coach effectively (or to be coached effectively)?

# EXECUTIVE FUNCTIONS

Mental processes that allow us to...

- *Initiate and sustain action*
- *Engage working memory*
- *Control impulses*
- *Have mental flexibility*
- *Engage in meta-cognition*
- *Focus attention*
- *Plan/Move between and prioritize multiple tasks*
- *Problem solving*
- *Interact with and manage time*



... toward accomplishment of a **goal**.

# 5 EXECUTIVE FUNCTIONS

## 1. EMOTIONAL SELF-REGULATION



... toward accomplishment of a **goal**.

# 5 EXECUTIVE FUNCTIONS

## 2. BEHAVIOR INHIBITION

*Recognize impulses*

*Deter impulses*



*Allows other EFs to  
take over*

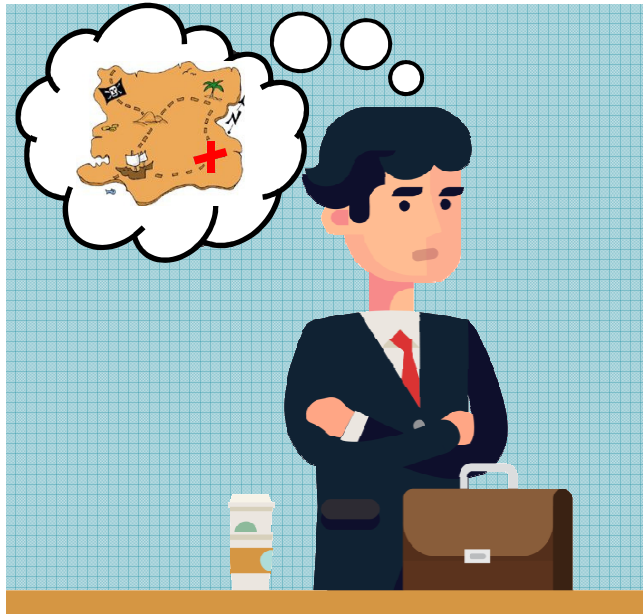
... toward accomplishment of a **goal**.

# 5 EXECUTIVE FUNCTIONS

## 3. NON-VERBAL WORKING MEMORY

*Visual as mental maps*

*Remember sequence of tasks*



*Objective sense of time*

*Hindsight*

*Foresight*

... toward accomplishment of a **goal**.



# 5 EXECUTIVE FUNCTIONS

## 4. VERBAL WORKING MEMORY

*Inner dialogue*

*Self-guidance*



*Self-instructions & questions*

... toward accomplishment of a **goal**.

# 5 EXECUTIVE FUNCTIONS

## 5. PLAN AND PROBLEM SOLVE

*Mental play*

*Manipulate info  
in the mind*



*Discover novel  
approaches*

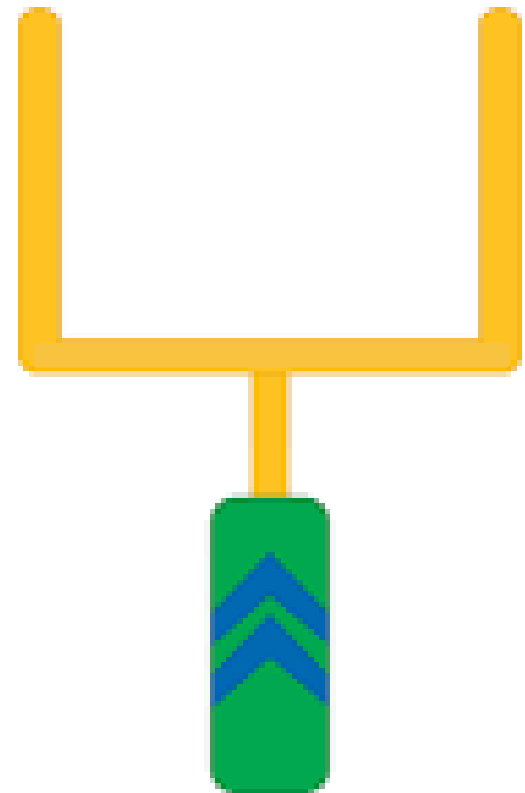
*Future aimed  
behavior*

... toward accomplishment of a **goal**.

# GROUP DISCUSSION

1. Which of these can manifest into a coachable topic?
2. What was inhibited in your coaching pairs?

- *Initiate and sustain action*
- *Engage working memory*
- *Control impulses*
- *Have mental flexibility*
- *Engage in meta-cognition*
- *Focus attention*
- *Plan/Move between and prioritize multiple tasks*
- *Problem solving*
- *Interact with and manage time*



... toward accomplishment of a **GOAL**.

# HOW COACHING FITS IN

As a coach, you:

*Recognize & name  
EF struggles*

*Replenish willpower*

*Feel the future*

*Engage working  
memory*

*Explore new  
perspectives*

*Facilitate  
self-awareness*



*Are the “scaffold”*

*Keep the focus on  
the goal*

*Meta-view*

*Provide  
accountability*

*Focus attention*

*Facilitate  
decision-making*

*Identify inner  
leaders & critics*

# HALT!

Is your client:

HUNGRY?

ANGRY?

LONELY?

TIRED?



# POSITIVE PSYCHOLOGY

Enable your client to envision and practice:



What's **STRONG**, not what's **WRONG**!

USE YOUR POWERS FOR GOOD



# OVERCOMING PROCRASTINATION (and more)





# SOCIAL CUES & RELATIONSHIPS



# EMOTIONS



# GROUP ACTIVITY



Step 1: Pair up (again)



Step 2: Bring same or different example re: ADHD-like struggle

- Self, Client (remember confidentiality), Hypothetical



Step 3: Practice skills, tools, techniques covered



Step 4: Coach for 15 min. (7-8 min. each coach)



Step 4: Be prepared to discuss:

- Applicability of tools
- Transferability back to your coaching practice
- How the new understanding might work for moving clients toward their goals
- Deepened awareness of EF in coach and client

SO WHADDYA THINK?

Questions ?





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