

Challenges that Individuals Diagnosed with Attention-Deficit/Hyperactivity Disorder Encounter within the Maltese Workforce: A Qualitative Study

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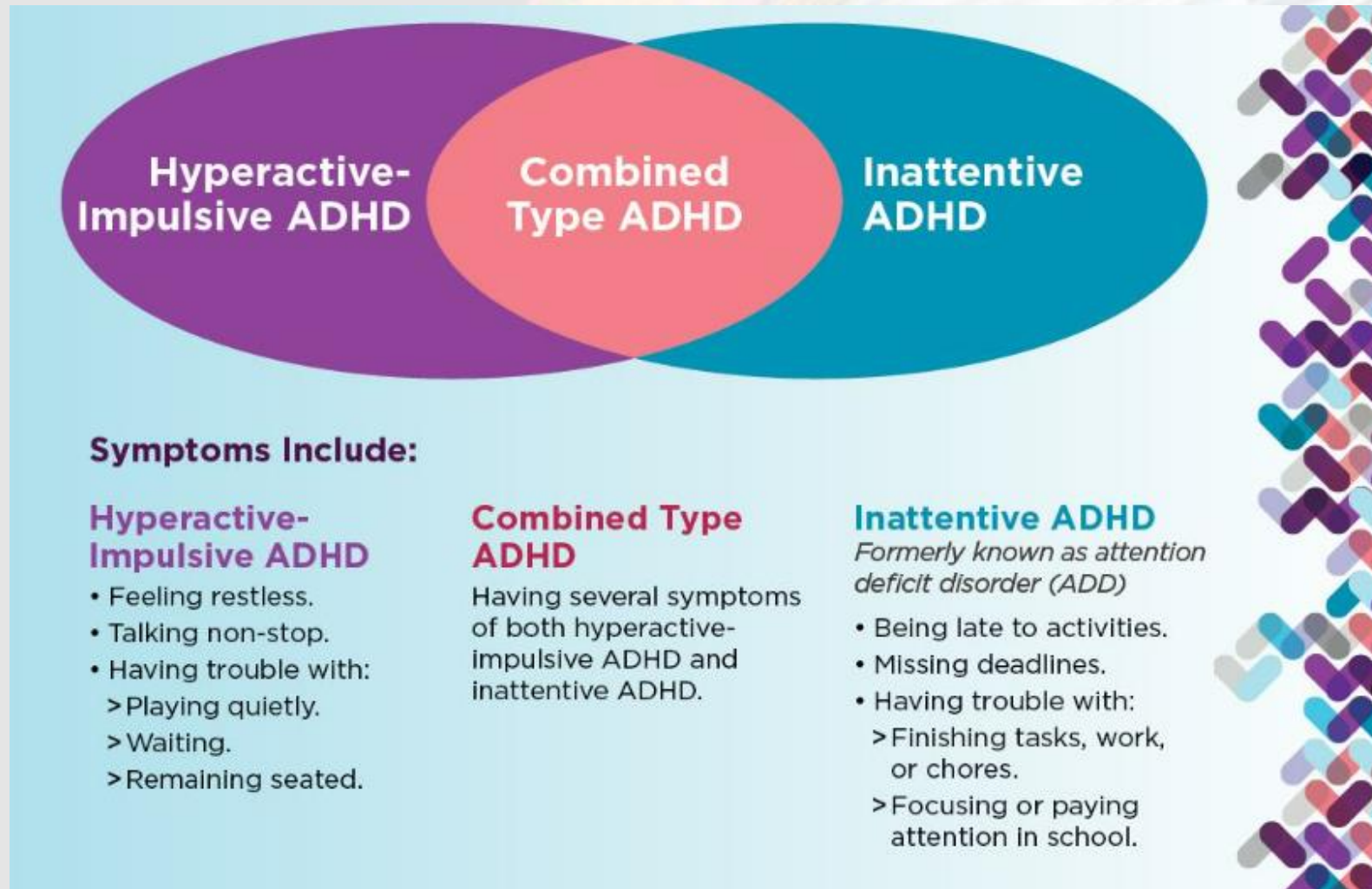
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Introduction to ADHD/ADD

- Attention Deficit Hyperactivity Disorder (ADHD) is a disorder featuring inattention, hyperactivity, and impulsivity; while Attention deficit disorder (ADD) is used to describe a neurological condition that makes an individual experience trouble with focusing on work, remembering appointments, and time management (Williams, 2021).



Types of ADHD



ADHD at the Workplace

- Employers have often misinterpreted ADHD and according to Rabenu & Tziner (2016), the World Health Organisation reported a growth of underemployment and unemployment among individuals with ADHD.
- According to the World Health Organization (WHO) World Mental Health Survey Initiative (2008), 56% of employees with ADHD experienced a strong impact on their ability to succeed within the workplace.
- Individuals with ADHD are being provided with very few supportive services, and supervisors may not always be aware that individuals under their supervision have ADHD. This is becoming increasingly difficult for individuals to request the support needed within the workplace in order to succeed.



Research Questions

- **RQ 1:** What are the challenges encountered by individuals with ADHD/ADD in Malta when it comes to employment?
- **RQ 2:** What do individuals with ADHD/ADD think of the strategies and support systems used to help them cope at their workplace?
- **RQ 3:** How do Maltese organisations encourage and support individuals with ADHD/ADD and mitigate any negative impacts on both the company and individual?

Research Objectives

- To understand the difficulties that individuals who are diagnosed with ADD/ADHD may encounter in relation to employment in Malta (when seeking employment, in transition of employment, and while in employment).
- To investigate what leads to the difficulties encountered by individuals who are diagnosed with ADHD/ADD in relation to employment in Malta.
- To suggest ways to help overcome any challenges encountered by these individuals at the workplace.
- To make recommendations to Maltese employers in order for them to support employees diagnosed with ADHD/ADD.



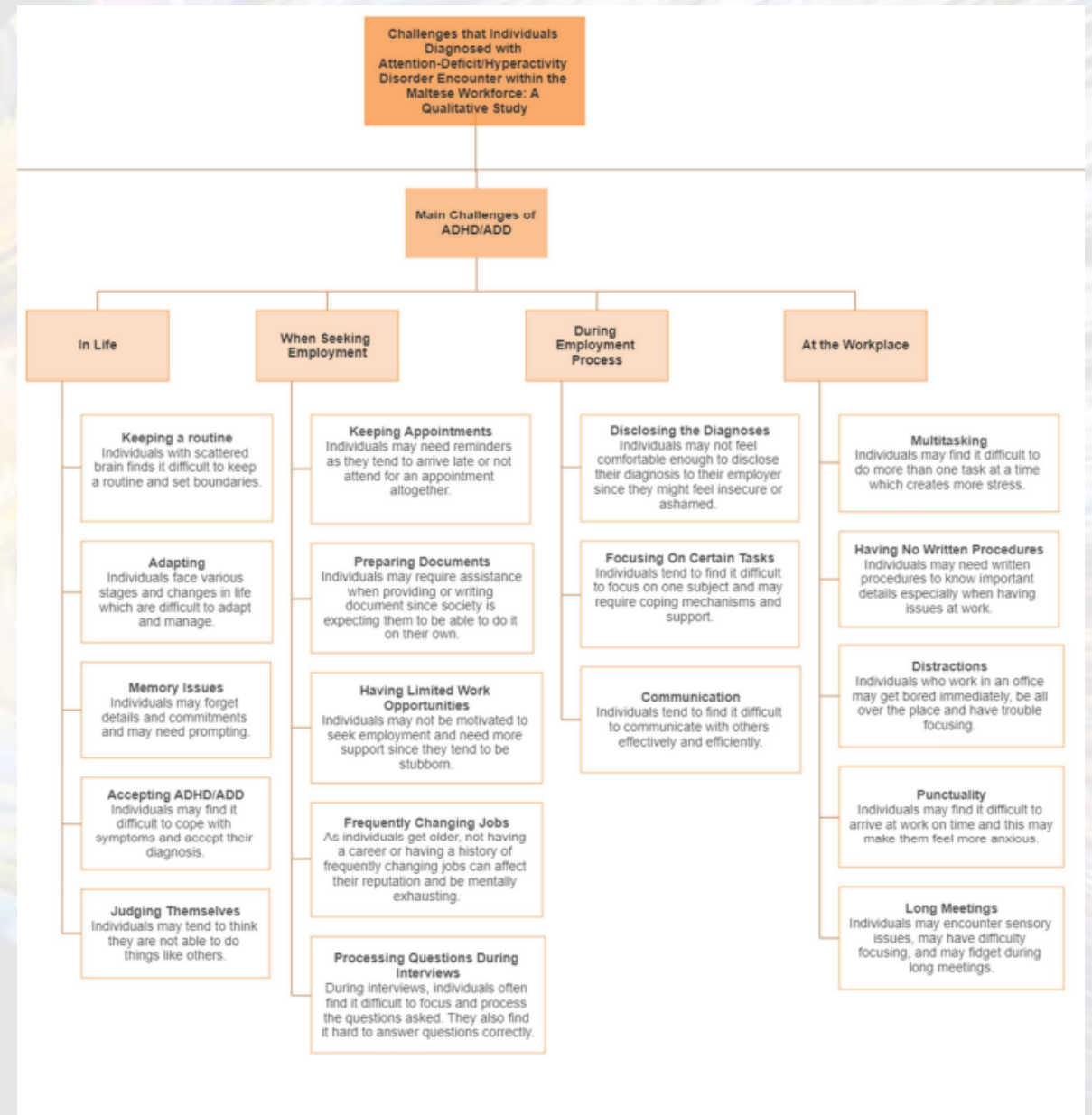
Research Methodology

- Research Philosophy- adopted interpretivism to understand the topic from the participants' perspectives.
- Research Approach- a qualitative inductive approach to generate meanings from the data set collected by the researcher.
- Data Collection- conducted 6 semi-structured interviews.
- Choice- Mono-method
- Time Horizon- Cross -sectional since it requires one to be able to examine a population at a single point in time.
- Techniques and Procedures- Purposive and snowball sampling. Coding and data analysis using MAXQDA software.

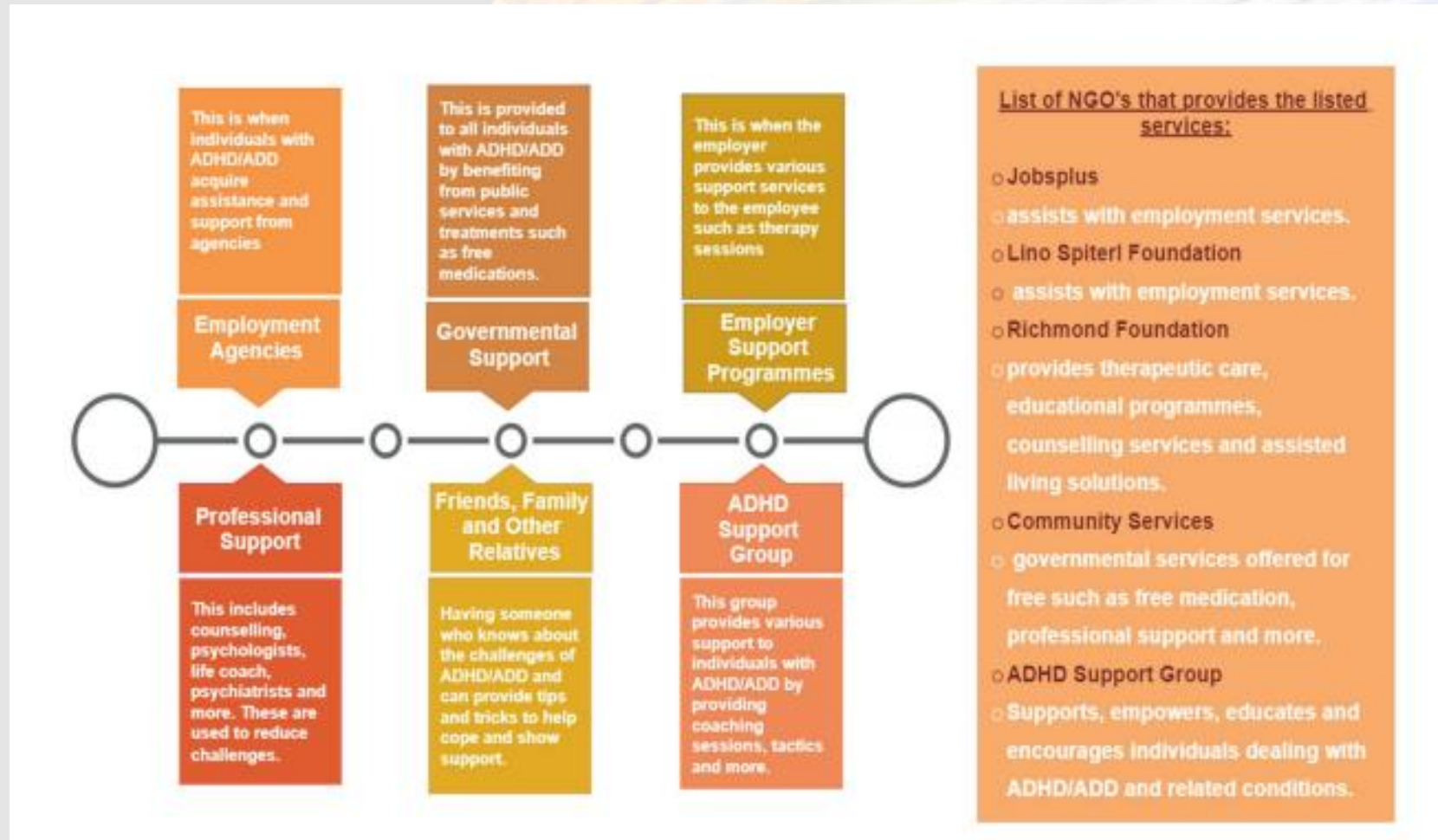
Key Topics



Main Challenges of ADHD/ADD



Supportive Systems, Strategies and Modifications



The Ideal Workplace

Allows Them to Work Independently

This will avoid pressure which individuals experience when forced to collaborate with other colleagues.

Gives Minimal to No Paperwork

This will avoid stress associated with trying to be organised, filling out forms and providing required documents.

Doesn't Force Them to Fit Into a System

This will help individuals to be creative, explore and be themselves.

Provides Support

By developing and installing strategies to increase work performance.

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Provides a Private Workspace

This will help the individual to work efficiently and remain motivated.

Provides a Quiet Environment

This will help the individual to avoid distractions.

Allows Flexible Working Hours

This will help the individual stress less about being punctual.

Propositions for Organisations/Employers

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Develop adequate strategies for individuals with ADHD/ADD.	Provide access to modifications to mitigate challenges encountered at the workplace.	Make adjustments to written policies and procedures.



Recommendation for Further Research

- 1) Investigation on the effectiveness of the professional support provided to individuals with ADHD/ADD.
- 2) An in-depth strategy for the organisations/employers is developed to increase productivity and positivity at the workplace.
- 3) An investigation into the effectiveness and impacts of ADHD medication.

An in-depth examination of other conditions such as autism that may be linked with ADHD.

