



Helping Hands



Attention Deficit Hyperactivity Disorder

(excerpts from NIMH.nih.gov)

Definition

Attention-deficit/hyperactivity disorder (ADHD) is a brain disorder marked by an ongoing pattern of inattention and/or hyperactivity-impulsivity that interferes with functioning or development.

- Inattention means a person wanders off task, lacks persistence, has difficulty sustaining focus, and is disorganized; and these problems are not due to defiance or lack of comprehension.
- Hyperactivity means a person seems to move about constantly, including situations in which it is not appropriate, the person also excessively fidgets, taps, or talks. In adults, it may be extreme restlessness or wearing others out with their activity.
- Impulsivity means a person takes actions that occur in the moment without first thinking about them and that may have high potential for harm. The person has a desire for immediate rewards and cannot delay gratification. An impulsive person may be socially intrusive and may excessively interrupt others or make important decisions without considering the long-term consequences.

Signs and Symptoms

Inattention and hyperactivity/impulsivity are the key behaviors of ADHD. Some people with ADHD only have problems with one of the behaviors, while others have both inattention and hyperactivity/impulsivity. Most children have the combined type of ADHD. In preschool, the most common ADHD symptom is hyperactivity. It is normal to have some inattention, unfocused motor activity and impulsivity, but for people with ADHD, these behaviors are more severe, occur more often and interfere with, or reduce the quality of how they function socially at school or on the job.



Inattention

People experiencing inattention may often overlook or miss details, make careless mistakes in schoolwork, at work, or during other activities. They experience problems sustaining attention in tasks or play, including conversations, lectures, or lengthy reading. ADHD sufferers also may not seem to listen when spoken to directly, fail to follow through on instructions and fail to finish schoolwork, chores, or duties in the workplace or start tasks but quickly lose focus and get easily sidetracked. Finally, inattention symptoms include: avoiding or disliking tasks that require sustained mental effort, such as schoolwork or homework for teens. Older adults may dislike preparing reports, completing forms or reviewing lengthy papers and are easily distracted by unrelated thoughts or stimuli.

Hyperactivity-Impulsivity

Symptoms of hyperactivity-impulsivity include fidgeting and squirming in their seat, leaving their seats inappropriately, running or dashing around inappropriately and being restless. Further, other hyperactivity/impulsivity symptoms are: being unable to play or engage in hobbies, being constantly in motion or "on the go" or act as if "driven by a motor," nonstop talking, blurting out answers before a question has been completed, and finishing other people's sentences, or speaking without waiting for a turn in conversation.

Diagnosis

ADHD diagnosis requires a comprehensive evaluation by a licensed clinician, such as a pediatrician, psychologist, or psychiatrist with expertise in ADHD. The symptoms of inattention and/or hyperactivity-impulsivity must be chronic or long-lasting and impair the person's functioning. The doctor will also ensure that any ADHD symptoms are not due to another medical or psychiatric condition. Adults with undiagnosed ADHD may have a history of poor academic performance, problems at work, and difficult or failed relationships. Your Employee Assistance Program representative can help you find a resource to help determine whether ADHD is an appropriate diagnosis for your situation. Contact them by using the name and number on page 2.

Tips to Help Kids and Adults with ADHD Stay Organized

For Kids:

Parents and other adults can help children with ADHD learn to become organized using these tips:

- Keep a routine and a schedule. Keep the same routine every day, from wake-up time to bedtime. Include times for homework, outdoor play, and indoor activities. Keep the schedule on the refrigerator or on a bulletin board in the kitchen. Write changes on the schedule as far in advance as possible.
- Organize everyday items. Have a place for everything, and keep everything in its place.
- Use homework and notebook organizers. Write down assignments and bring home the necessary books.
- Be clear and consistent. Children with ADHD need consistent rules they can understand and follow.
- Giving praise or rewards when rules are followed. Children with ADHD often receive and expect criticism. Look for good behavior, and praise it.

For Adults:

Adults with ADHD can learn how to organize their life by using these tools:

- Keep routines
- Make lists for different tasks and activities and use reminder notes
- Use a calendar for scheduling events
- Assign a specific place for keys, bills, and paperwork



The heart and soul of the District 141 Employee Assistance Program are local lodge EAP peer coordinators. These dedicated volunteers use their personal time to assist other union members and their families who are experiencing personal difficulties. EAP coordinators do not make clinical diagnoses or clinical evaluations. They are trained to make a basic assessment of your situation and refer you to an appropriate resource for a detailed evaluation. EAP coordinators follow up to ensure you have been able to access services that address the difficulty you are experiencing. Your IAM EAP resource is listed below.

District 141 EA Services **Contacts**

Kathy Ferguson

United Airlines Employee Assistance Program Airline Coordinator:
E-Mail: kfborabora@cox.net, Cell:
703-505-4321

Chris Davis

American Airlines Employee Assistance Program Airline Coordinator
E-mail: chrisx1959@yahoo.com Cell:
704-572-4859

Bryan Hutchinson

Director, District 141 Employee Assistance Services
E-Mail: bryanrhutch@aol.com Cell: 303-229-5117

IAM EAP Calendar

EAP II

July 10-15, 2016

William W. Winpisinger Education and Technology Center

Labor's Assistance Professionals Association Convention

July 17-22, 2016
Tropicana, Las Vegas

IAM District 141 Convention

October 10-13, 2016
Bally's Las Vegas

Employee Assistance Professionals Association Convention

October 31-November 4, 2016
Downtown Sheraton, Chicago

EAP IV

December 11-16, 2016
William W. Winpisinger Education and Technology Center

