

Impairment-specific Coaching Awareness Top Tips

Attention Deficit Hyperactivity Disorder (ADHD)

The following information has been written by those with a great deal of experience in this area. The information is provided as **guidance** only, allowing you to be more informed in your approach to being a more **inclusive** coach. No two people are the same; as such, please ensure your first step is always to speak to the person – understand their **abilities** and goals, and never assume.



Attention Deficit Hyperactivity Disorder (ADHD)

What is ADHD?

ADHD is an impairment of either activity or attention control, or both.

General Characteristics of People with ADHD

- Inattentiveness – short attention span; extreme distractibility; over-frequent changes of activity; do not appear to be listening when being spoken to directly; and may have poor ability to organise tasks.
- Hyperactivity – may have excessive movements, especially in situations where quiet and calm are expected; may fidget; and often have difficulty in playing or engaging in leisure activities quietly or competitively.
- Impulsiveness – may act without thinking and appear thoughtless of rule breaking; has difficulty in waiting their turn; and interrupts/ intrudes on others.

Including People with ADHD in Your Coaching Sessions

- Be firm with rules, but calm and always have a positive approach.
- Match your coaching style to your participant's learning style; understand this by speaking to them/their parent/carer prior to the session.
- Know when to 'back off' if the participant's level of frustration or anxiety begins to peak.
- Look at the participant when communicating.
- Strive to have a predictable and organised coaching environment.
- Provide immediate and consistent feedback regarding positive behaviour.
- Try to develop a private signal system with the participant to notify them when they are off task or acting inappropriately.
- When speaking to a group and giving instructions, use the individual's name to attract attention. (When asking everyone to 'come here', some individuals may need you to tell them specifically by name that you mean them too.)



For further information and support, visit:

www.livingwithadhd.co.uk

www.adhd.org.uk

To view other useful resources looking at disability in coaching, please click [here](#).