

Job interviews can feel like a one-person improv show—with higher stakes. The goal is simple: prove you can do the job **and** that you're someone they want on the team. The good news? With the right preparation, you can make your ADHD brain work for you.

Pre-Interview Preparation

Schedule Smart

- Choose interview times that match your best energy window.
- If mornings are tough, book the afternoon. If waiting increases anxiety, schedule early.
- A company unwilling to be flexible is a red flag.

Practice Out Loud

- Prepare 3–4 short stories that highlight your strengths and results.
- Use this structure:
 - **The challenge:** What was the situation?
 - **What you did:** Your actions to address it
 - **The result:** What happened and why it mattered
- Keep a reset phrase ready like, “To bring it back to your question...”
- Rehearse aloud—record yourself, practice with a friend, or use a mirror to identify where you ramble.

Do Not “Wing It”

Silent prep is wishful thinking. ADHD brains thrive on repetition, feedback, and structure.

Interview Day

Dress with Intention

- Match the company's culture while staying authentic.
- Smart casual for casual workplaces, business attire for formal settings.

Beat Time Blindness

- Schedule your day in detail.
- Set multiple alarms, use fake deadlines, and leave early.
- Arrive 15–20 minutes early in person or log in 10 minutes early virtually.

Fuel Your Brain and Body

- Eat protein 45 minutes before the interview.
- Avoid caffeine overload or anything that could affect focus.
- Take a few quiet minutes to center yourself before starting.

During the Interview

Focus on Connection

- Show genuine curiosity and link your skills to the company's needs.

Be Authentic

Professionalism matters, but authenticity builds trust. People can sense when someone is being real.

Ask Thoughtful Questions

Arrive with questions ready to show interest and preparation:

- “What does success look like in this role during the first six months?”
- “What's something you're proud of about your team?”
- “How will my role impact the company's overall success?”

Handle ADHD Disclosure Strategically

- Avoid naming ADHD unless it is relevant to the organization or role.
- Focus on strengths and strategies that show self-awareness.

Example: “I can get pulled deep into details, so I use project management tools to stay aligned with deadlines.”

- If the company values neurodiversity, frame ADHD as a unique way of thinking, problem-solving, and connecting with others.

Ask for Feedback (Optional)

Ask: “How do you think I did in this interview?” It shows confidence and invites valuable insight.

After the Interview

Evaluate Them Too

You're interviewing them as much as they're interviewing you. Pay attention to:

- How they treat you
- How organized the process is
- Whether their answers inspire confidence

Walking away from the wrong fit hurts less than working for a company that drains your energy.

