



How ADHD Professionals Can Get Hired in Today's Job Market

Easy Hacks to Get Noticed, Interview Confidently & Protect Your Energy

2025 ADHD International Conference

Larry Worth & John Bryson



“My brain has more tabs open than my browser.”

– every ADHDer applying for jobs



Our time together today

5 min Intros & Session Format

20 min Hacking the System

- Hack 1: Networking
- Hack 2: Disclosure
- Hack 3: Applying
- Hack 4: Interview

25 min Interactive Engagement

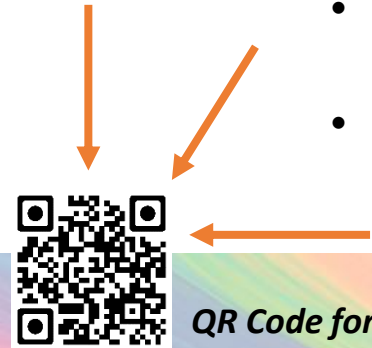
- Networking
- Interviewing

10 min Q&A

Tools for ADHD hiring success

Handouts

- Networking that Actually Works
- Top 11 Things to Think about Before You Disclose
- ChatGPT Prompts to Highlight Your ADHD Strengths
- ChatGPT Prompts for Matching Qualifications & Interview Prep
- ADHD Interviewing Tips
- ADHD-Aligned Job Tracker



QR Code for a downloadable version*

***Look here for the topic's handout
reference during this session***

“The System”

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Top job boards

From sources across the web

 Indeed	 LinkedIn	 Glassdoor
 ZipRecruiter	 CareerBuilder	 Monster
 FlexJobs Corporation	 Dice.com	 SimplyHired
 Google for jobs	 TheLadders.com	 Snagajob
 Craigslist	 USAJobs	 JobisJob
 We work Remotely	 Joblist	 LinkUp
 Upwork Inc.	 Handshake	 Hubstaff Talent
 AngelList	 Nexxt	 Wellfound



High competition

"Ghosting"

Low-quality/fake jobs

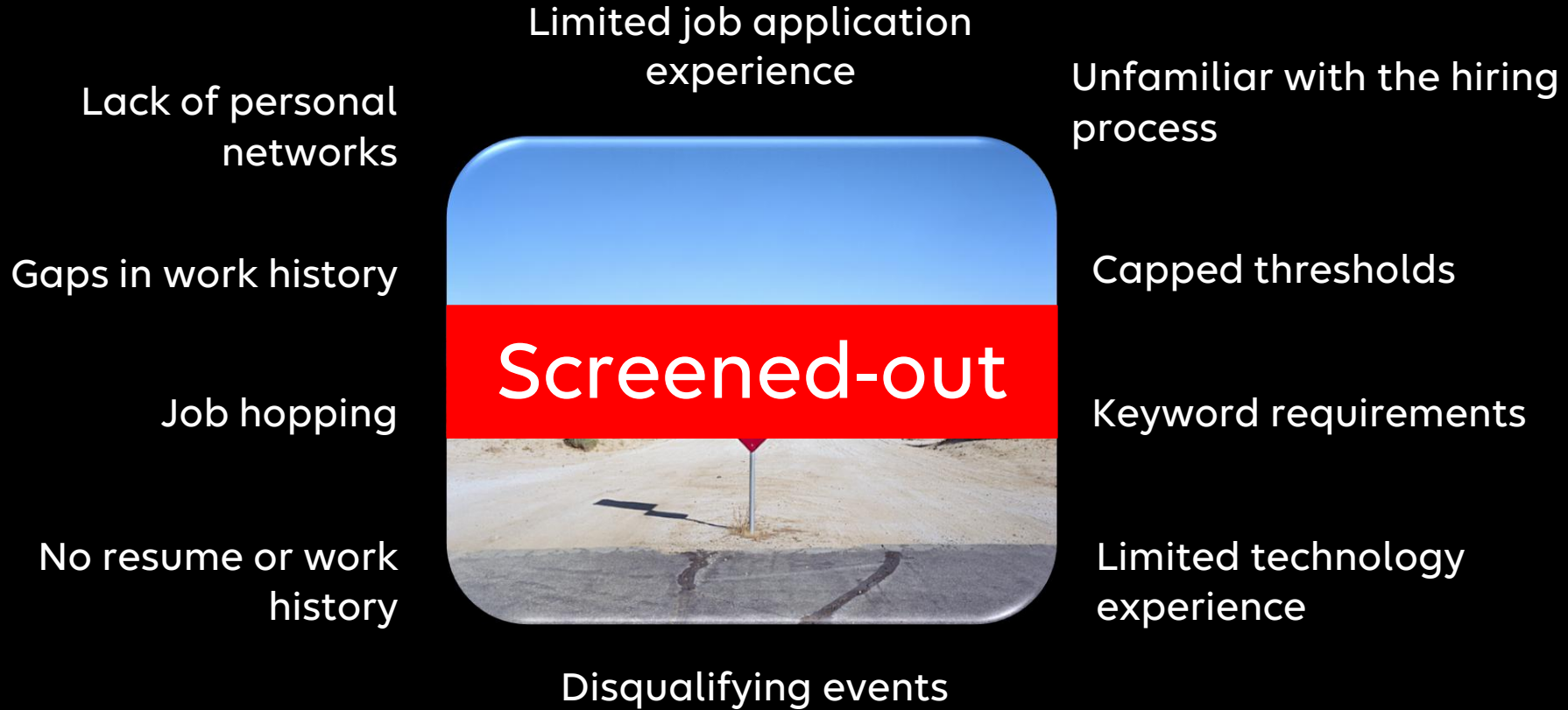
Lack of transparency

Impersonal

"Hidden Job Market"

Poor skills matching

Systemic barriers



Hack the System

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Hack 1: Networking without the “Networking”

*When someone feels understood, valued, supported, and connected,
they want more of the conversation.*

Be Approachable

Be Curious

Be Memorable

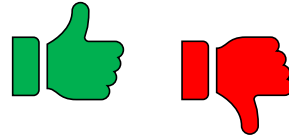


People remember how you make them feel.

Handout: Networking that Works

Hack 2: Disclosing without “Disclosing”

Disclosure is a choice



Disclosure framing:



Image: YouTube - Adam McChesney



Handout: 11 Tips for Disclosing

Hack 3: Applying by Outsmarting the Chaos

Apply for fewer jobs that have stronger alignment



ChatGPT



Claude



Gemini



Copilot

The “3-3-1 rule”

3

tailored apps each week

3

follow-ups

1

networking /connection outreach



Hack 4: Ace the Interview Without Masking or Rambling



Hack 4: Ace Interviewing Without Masking or Rambling

Tell Stories!

Stories are key to successful interviewing because they...

- make your impact real
- show how you think
- prove skills
- demonstrate confidence
- reduce bias
- create a visual image of you doing the same for them
- create emotional connections
- are MEMORABLE!



Hack 4: Ace the Interview Without Masking or Rambling

CAR method

Tell the story of your impact

C
A
R

Challenge	What was the issue?
Action	What did you do?
Result	The benefit your action created

XYZ method

Explain how your strength meets their need

X
Y
Z

Need	What the employer/job needs
Action	What you actually did to solve that need in other jobs
Outcome	What result you delivered that you can now deliver for them

Telling stories to answer interview questions



Telling stories that relate to your strengths



Telling stories using the CAR method



Telling stories using the XYZ method



Practice

Volunteers with low rejection sensitivity needed



Practice #1: Networking

10 minutes

Instructions

Pair up with the person next to you
4 minutes: talk to each other
1 minute: *Exchange info or
Connect on LinkedIn*

Round 1: 5 minutes
Round 2: 5 minutes

Goal

- Create comfort
- Show curiosity
- Leave positive impact

Outcomes

- What they cared about
- What you did that worked

1

Say your name

Hi. I'm [name]

2

Ask this question

*Why did you come to the
conference?*

3

Pick 1
question below

What is something you enjoy learning?
What is a goal that excites you?
What gives you energy?
What is one fun fact about you?



Your job is not to impress. Your job is to connect. If both walk away smiling, you succeeded.

CAR method

Tell the story of your impact

C	Challenge	What was the issue?
A	Action	What did you do?
R	Result	The benefit your action created



Q&A





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