WORKBOOK

ADHD as Your Superpower

Understand Your Brain.
Unlock Your Superpowers.
Find Your Flow.

A workbook for adults with ADHD

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From Focus Fire Flow™

A Note From Me

Whether you've known you have ADHD for years or you're just beginning to explore it, I'm glad you're here.

This workbook isn't about fixing yourself. It's about understanding, unlocking and harnessing the parts of you the world misunderstood. Your questions. Your interests. The way you notice and care.

It's also honest about what's hard. Because some of it is really hard.

You don't have to call ADHD a gift to belong here. Owning your strengths doesn't mean pretending you never struggle.

That's the heart of Focus Fire Flow: choose what matters, find what lights you up and build a way forward you can come back to. Here, we'll use it on your ADHD. The strengths and the struggles.

Focus Fire Flow: Three Questions to Return To

Three questions. You'll use them all through this book.

Focus: What matters here? Choose one meaningful direction based on your real needs and your real life. It's not about concentrating harder.

Fire: What helps me engage? Notice what pulls you in and what help makes it possible to show up. You don't have to feel excited or find a strength before you deserve help.

Flow: What helps this work in real life? Build a rhythm that actually works: action, help, stopping, rest and coming back.

Your First Small Win

What's one thing you keep trying to remember? Where will you need it?

Put a reminder, or the thing itself, right there. A library book beside your bag beats another promise to remember it.

My Story, in Brief

Growing up, I struggled. Impulse control? Nonexistent. I interrupted, corrected teachers and had a hard time minding my own business.

I wanted to help everyone. I also got bored in class, counted ceiling tiles and found ways to entertain myself that didn't always make me the teacher's favorite.

In third grade, my teacher thought I might be slow, intellectually. So my parents took me to a child psychologist for testing. I loved getting to talk through my thought process with someone who wanted to understand how my mind worked.

The results? My IQ was extremely high. Solidly in the gifted range.

The public school's solution? Skip me two grades. Straight from third grade to sixth. Middle school. Great idea for the girl who already lacked social skills. Or give me twice as much work, like two book reports instead of one. That felt more like punishment than support.

My parents pulled me out of public school and enrolled me in a Catholic school with a gifted and talented program. That helped for a while. But it didn't solve everything. I was still intense. Still questioning. Still struggling to stay in my lane.

The psychologist also diagnosed me with ADHD. And we didn't tell anyone. My parents didn't want me labeled, and back then there was more of a stigma.

The psychologist told my parents I would likely outgrow the need for treatment. I believed it. So at 16, I stopped treatment. I thought I didn't need it anymore.

College was tough. I moved 1,500 miles from Western New York to Colorado, knew no one and piled on a chemistry and math double major in the honors program plus managing the school's fitness center.

At 22, I started treatment again. I thought I had outgrown needing support. I hadn't.

Later, asking questions and digging into problems became useful parts of my work in food safety and quality. We'll come back to that story.

For now, this is what I want you to know: I didn't outgrow my ADHD. I grew into it.

Start Where You Are

You don’t need to know the name of the tool you need. Start with the sentence that sounds most like today.

If this sounds familiar...	Start here
“I’m trying to understand my ADHD.”	Page 11
“I know my struggles better than my strengths.”	Page 19
“Getting through the day costs too much.”	Page 33
“I care about this and still can’t begin.”	Page 41
“I forget, misjudge time or lose the next step.”	Page 51
“I can’t settle in, or I can’t pull away.”	Page 61
“A feeling or a piece of feedback is taking over.”	Page 69
“The advice assumes I control my whole day.”	Page 79
“I need help, but don’t know what to ask for.”	Page 87
“I want to move toward something that matters.”	Page 97
“I haven’t opened this in weeks.”	Page 105
“I want the useful things in one place.”	Page 115

See One Situation Clearly

In this fictional example, Riley is in a meeting and discovers that the figures need to be updated.

Riley meant to send updated figures. Several actions had been discussed aloud, and Riley moved straight into another call without writing them down. The update was missed.

Look at the situation	Riley's answer
What was I trying to do?	Send the revised figures after the meeting.
Where did it become difficult?	I was trying to remember several requests while moving into another call.
What happened?	I missed the update, and someone had to follow up.
What could help?	Confirm the actions in writing and put mine in the task list I already check.
What will I do next?	Ask for the meeting actions, then add "send revised figures" with a reminder before the deadline.

This doesn't undo what was missed. But it gives Riley something to fix instead of stopping at "I'm unreliable."

A Home Example

Imagine you forget an instruction for an appointment. To keep this from happening again, you decide to start keeping the instruction along with the appointment details and setting a reminder early enough to get ready.

Neither example needs a personality overhaul. Just one situation and one thing to try.

From Label to Superpower

I was the kid who couldn't mind her own business. I interrupted. I corrected teachers. I kept track of time so I could point out when we weren't doing what they said we'd do.

The label was "disruptive."

By 30, I was a Director of Quality. I got paid to ask tough questions, dig deep and connect dots.

Same trait. Different place. Better tools.

Here's the thing: the labels you grew up with weren't the whole truth. Most of them were a superpower that didn't have a tool yet.

So let's give it one.

See It First: Nosy

The label: "Nosy. Can't mind your own business."

The superpower: Deep investigation. You find the root cause other people miss.

At work: You dig into the quality failure or the delay until you find out why it keeps happening.

At home: You figure out exactly why the morning routine keeps falling apart.

The tool: Focus Fire Flow: A Supported Start (Ch. 4, page 43). Focus on one question. Set a stopping point before you start. Leave a note for where to pick up.

Curiosity without a stopping point turns into a rabbit hole. Curiosity with one turns into answers.

The Reframe Matrix

Daydreamer / Head in the Clouds

The superpower: Visionary innovation. You connect dots nobody else sees.

At work: You see the next product, the next market shift or the next big idea before anyone else catches on.

At home: You turn chores into a game and plan the weekend everyone actually wants.

The tool: Time and Memory: Place the Cue (Ch. 5, page 57). Get the details out of your head and into a reminder so your brain is free to dream big.

Hyper-Fixated / Obsessive

The superpower: Rapid mastery. You go deep fast and become the expert.

At work: You're the one who reads all 300 pages of the contract or every line of the code and finds what everyone missed.

At home: You become the family expert on the IEP, the insurance plan or the rare health need.

The tool: Start, Stop and Return (Ch. 6, page 64). Pick a pause point and write a return note so you can go deep without losing your place.

Fidgety / Restless / Can't Sit Still

The superpower: Action. You get things moving and keep them moving.

At work: You thrive where the work moves: on site, on location, on the sales floor, in the ER.

At home: You power through the full-house reset and keep up with the kids all weekend.

The tool: Stimulation Check (Ch. 6, page 66) and **Energy Is Not Attention** (Ch. 3, page 38). Match the task to your energy and give your body the movement it's asking for.

The Return Page: What Matters Now?

Start here even if every earlier page is blank.

What needs attention now?
Check anything with a deadline, anyone counting on you or anything with real consequences.

What is still relevant?

What can be dropped, put off or clarified?

Don’t rewrite the whole list. Carry forward what matters. Keep the records you need where you can find them. Leave the rest.