



“I’m a successful entrepreneur with ADD, and this is my go-to productivity technique.”

I still remember the day I received my ADD diagnosis 12 years ago. Suddenly the disorganized overload I had experienced since elementary school came into full view, and for the first time in my life, every scattered thought and overdue library book mixed with fits of hyperfocus suddenly made sense.



While ADD has certainly presented its challenges over the years, I've tried to focus more on the silver linings it has brought me as the owner of my own business and the lead of an all-virtual team of more than 20 women.

As I've navigated my career, procrastination has always been my number one problem. But it really came to a head when the business I started in 2017 began to take off and do really well. I realized I no longer had the time to allow my procrastination tactics to get the best of me. I had to do something or risk flushing my young and vital business down a plunging spiral.

Over the years I played around with a variety of productivity techniques and I finally found a method that works wonders for my ADD.

You may have heard of the **Pomodoro Method**. It is a tried-and-true practice among productivity nerds like me. My twist? I like to bring my team on

board for coworking Pomodoro sessions rather than doing them myself. For someone with ADD—as I'm sure some of you reading this can relate to—that added accountability factor is exactly what we need to make the magic happen.

SETTING YOU AND YOUR TEAM UP FOR SUCCESS

These coworking Pomodoro sessions can be planned ahead or executed spur of the moment. My team and I have had success with both. Usually, I will Slack my teammates alerting them that I plan to do two to three Pomodoro sessions that day. Whoever is interested in joining receives a Zoom link to join and we hop on together.

I've found that making these coworking sessions 100% optional has actually increased my employees' attendance because they see the value of the exercise both for productivity, but also for team-building. Particularly right now, when many of us are feeling isolated due to the ongoing

pandemic, having this be a weekly practice has been a welcoming experience.

To get started, explain to your team that you will be working in 25-minute sessions, with 25 minutes of focused work, followed by a five- to seven-minute team break. The best thing about these breaks is they end up looking and feeling different every single time. A team member may bring up a task she is stumped on to get help. Other times we will brainstorm together, or just simply catch up on the goings-on in the world—everything from how people are feeling to what Gaga wore to the Inauguration. I have found that *not* structuring these breaks makes the focused 25-minute sections of our time together all the more productive.

The absolute best part of the process though is feeding off of my employees' positive energy. Even though we all will mute ourselves during the 25 minutes "on," everyone feeds off of one

another's positive energy, and momentum builds throughout the sessions.

IN THE END, "EAT THE FROG"

This is my favorite thing to do during our final coworking Pomodoro session as a team. I can't take credit for the genius behind this technique. I owe that to the great Brian Tracy. Everyone has a frog. Think of that one important task that's been on your to-do list for days, weeks, or if it's really bad months. For whatever reason, maybe it's because the task has been on your list for so long the idea of starting is a paralyzing thought, or maybe you simply don't know where to begin. In any case, there is no time like the present to rip the band-aid off and get started. And that's exactly what this technique does. During our final break together, before our last 25-minute working session I'll announce to the team: "It's time to eat the frog." Then, each team member goes around saying what their "frog" is and what their intention is going into the final 25 minutes.

Sometimes 25 minutes doesn't give you enough time to eat the entire frog, but 99% of the time my colleagues come out of this exercise feeling rejuvenated that they've started to put the wheels in motion.

If you don't have a "frog" on any given day, do this instead: select between one and three things on your to-do list that will feel really great knowing they are off your to-do list for tomorrow. The positive energy and motivation built up in the beginning working sessions will lift you and your team up to conquer these tasks as one unit.

COUPLE ACCOUNTABILITY AND VULNERABILITY TO BE A MORE EFFECTIVE MANAGER

Learning to be open and vulnerable about my ADD diagnosis has only made me a better leader. Hosting these coworking Pomodoro sessions instills an accountability element to my day that is really the driving force behind me showing up as a leader and getting my work done.

Initially, I began holding these sessions because they were the most effective way for me to get my work done. Over this past year though, the motivation behind the exercise has shifted a bit. Yes, it's still my most effective productivity technique, but more importantly, these coworking sessions have made me into a more present and accommodating CEO. For those two to three hours, I am fully "in the trenches" with my team. I'm hearing firsthand what projects or tasks are holding them back, taking too long, or are just completely unnecessary for our business and should be eliminated. My favorite is when I find out about a task that I am the bottleneck for, so I can correct it immediately during one of our sessions together.

So yes, coworking Pomodoro sessions will increase your productivity, but more importantly, you may just become a more effective leader in the process.



ADHD Tools for a Pandemic: Our Readers' Top 20 Products & Services Now

What product or service — purchased by impulse or otherwise during the pandemic — has proven most useful to you or your child with ADHD? Virtual escape rooms, noise-cancelling headphones, fire pits, and grocery delivery services topped the lists of the best tools, according to a recent survey of readers.



ADHD Tools for Children in a Pandemic

1. Noise-Cancelling Headphones

“My son uses noise-cancelling headphones to listen to music at home or while riding his cycle. They have also enhanced his online learning.”



2. LEGOs

“My son can put together a 1,000-piece set of LEGOs within an hour. It makes him feel successful and he enjoys the process.”



3. Meditation Tools for Kids

“Most nights we sit down with the book and discuss specific feelings or learn new breathing techniques.”



4. Inflatable Pool

“Our pool has provided hours of fun and exercise. Also, it is big enough to safely have two friends in it socially distanced. I got to chat with mom friends outside while we watched the kids splash.”



5. Trampoline

If you're lucky enough to have a yard, chances are good your child will prefer bouncing on a trampoline to bouncing off the walls indoors. Trampolines encourage exercise and allow for social distancing with the neighbors. Make sure to discuss safety etiquette and trampoline risks first.

6. Time Timer

Timers help ADHD minds both see and manage time — two challenges made worse by the loss of structure and routine during the pandemic. The visual design of the Time Timer smooths transitions and encourages independence and productivity for children and even adults with ADHD, autism spectrum disorder (ASD), and other special needs.



7. Epic Reading App

If your child resists sitting down with a book, a reading app might help spark their interest in literature. Epic is a digital reading platform for children ages 12 and younger. The app provides age-appropriate reading recommendations, tracks reading progress, and helps children build confidence in their reading comprehension skills. Epic is frequently used by educators.



8. Roller Skates

Without organized sports, parents are scrambling to keep their children active and entertained. To get your child outside and moving their body, consider investing in good, old-fashioned roller skates or sleeker new roller blades.



9. Osmo Learning Games

Remote learning doesn't work for children in preschool and kindergarten who can't (and shouldn't) sit in front of a screen all day. Osmo Learning Games are a great, active way to occupy kids age 3 to 5: sticks and rings are used to create images, practice counting, and learn letter formation and phonics.



10. Virtual Escape Room Game

Restless ADHD minds are dreaming of travel and faraway lands after a year stuck at home. This virtual escape room provides a break from boredom and encourages family teamwork, a creative way to lower tensions in your household.

ADHD Tools for Adults in a Pandemic

1. Online Classes

“I enrolled in an accelerated 14-month master’s program. The tight deadlines associated with the accelerated program keep the dopamine flowing. I’m more successful in an online graduate program than I ever was in my in-person undergraduate program, which I only completed after changing majors four times.”

2. Sunsama Productivity App

“Sunsama is very useful for predicting the time it will take to do something, and then tracking how long it actually takes you.”



3. Neck Massager

A laptop perched on a couch or living room table is not an ergonomic office. Shoulders hunch and backs ache in many home offices today — problems exacerbated by the stress and fatigue of living through a pandemic. To relieve stress and muscle discomfort, try winding down in the evening with a neck massager — an easy way to mitigate physical and mental tension.

4. Online Counseling

The decision to seek treatment can be a difficult one. Stigma about mental illness lingers, and finances are tight for many. But the mental burden of the pandemic has pushed many adults into therapy for their ADHD, anxiety, depression, and other disorders. Online teletherapy — with its reduced logistics and planning — is popular among adults with ADHD, who can use the online platform Betterhelp to search for therapists according to specialty.

5. Ergonomic Desk Chair

The average kitchen table chair or love seat is not designed for 9-to-5 work use. For a more comfortable and productive home office, invest in an ergonomic desk chair. The NEO chair has a seat cushion that prevents sweating, curves along the waistline, and offers extra lumbar support.

6. Grocery Delivery and Meal Kits

“Grocery shopping online has been life changing for me. I have hours, even days, to plan my meals and add to my online cart. It’s helped me spend less money, too.”

7. Musical Instruments and Lessons

“Having so much time on my hands, I picked up my housemate’s ukulele and turned out to be a natural. I bought my own ukulele online and then a guitar, too. It relaxes me and gives me such a self-esteem boost. It’s the escapism I’ve needed during the pandemic and I’m proud that making music is now a part of my life.”

8. Fire Pit

When temperatures crest above 50, it’s time to bust out the fire pit for socially distant gatherings outdoors. Invite the neighbors to bring their own sticks to roast marshmallows!

9. PVC Binder

“I bought a PVC binder to keep my journal notes in one place. Now I print the pages myself with to-do lists, a space to journal, and a little chart to grade my overall mood and duration of sleep! This is the most organized I’ve been in months!”

10. Instant Pot

“If I forget to defrost something for dinner, it’s not a huge deal. I just put it in the Instant Pot, and it’s done in less than 20 minutes.”

Could ADHD Raise Odds for More Psychiatric Illnesses?



As if attention-deficit/hyperactivity disorder (ADHD) isn't already tough on a child, new research suggests the condition might also raise the odds for a psychotic disorder later in life.

But parents should not panic.

"I would say that this finding should not be an alarm for parents and people who have ADHD, because the absolute risk for psychotic disorders remains low," said psychiatry professor Dr. Gabrielle Shapiro. She is chair of the American Psychiatric Association's Council on Children, Adolescents and Their Families.

That point was echoed by Dr. Victor Fornari, vice chair of child and adolescent psychiatry with Zucker Hillside Hospital in Glen Oaks, N.Y. "What's clear is that the vast majority of youth with ADHD do not go on to develop psychosis," he said.

The new analysis looked at 12 prior studies that included a total of more than 1.8 million participants, of whom just over 124,000 had been diagnosed with ADHD before the age of 18. Roughly 1% to 12.5% of those patients went on to develop a psychotic disorder.

But no more than 4% of those without ADHD met the same fate, with some of the studies citing essentially zero risk. Collectively that translated into a five-times higher psychotic disorder risk among those with a history of ADHD, regardless of gender.

So how much concern should this raise? Both Shapiro and Fornari, who were not involved in the review, suggested that the findings need to be kept in context. They said the far more pressing issue is making sure that children with ADHD get the care they need in the first place.

"Parents should know that they should seek early treatment for their child with ADHD," Fornari said, "because children who are treated do much better than children who are not treated. And getting them in treatment is the best way to prevent the development of more serious problems."

And, Shapiro added, that means "making sure that we do everything we can to destigmatize mental illness so that parents don't hesitate to seek out care for their children with ADHD."

The new review, led by Dr. Mikail Nourredine, of the Service Hospital and University of Pharmacotoxicology of Lyon, France, was published online recently in JAMA Psychiatry.

When looking at a potential connection between ADHD and psychotic disorder risk, Nourredine and colleagues included a wide array of diagnoses, including schizophrenia and delusional disorder. Mood disorders that can give rise to psychotic symptoms -- such as depression or bipolar disorder -- were not included.

In the end, both Shapiro and Fornari noted that what the research team found was an association between ADHD and elevated risk for future mental illness, rather than definitive proof of a direct cause and effect.

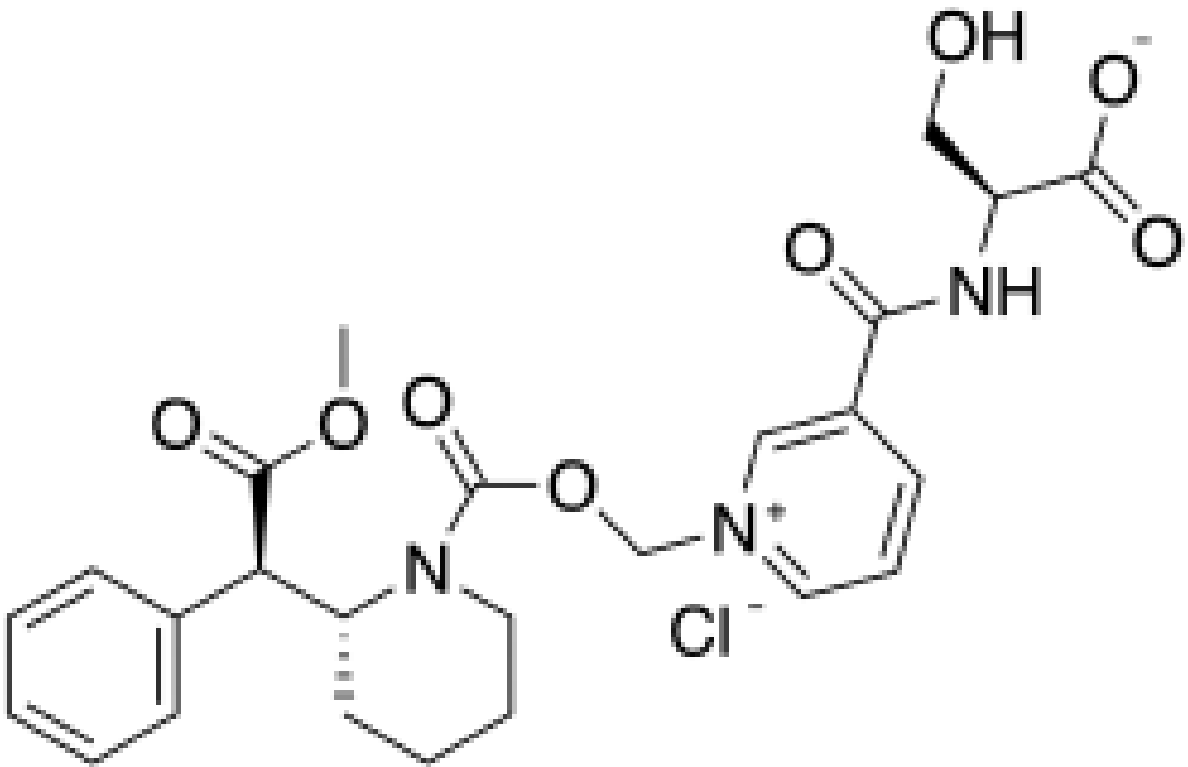


Still, the French investigators offered a number of theories that could explain the link. For example, they suggested that both ADHD and psychotic disorders may source back to similar genetic predispositions. It could also be that they share the same environmental triggers, or that they unfold along similar developmental pathways.

According to Shapiro, "The message of this study is that, as scientists, we must continue to look for correlations to prevent long-term mental illness among our ADHD patients, because the propensity for a child with ADHD to have some sort of other psychiatric diagnosis in the future is definitely real. We know, for example, that kids with ADHD who go untreated have higher instances of depression, anxiety and substance use."

Fornari said that means that "children being treated for ADHD should certainly be monitored for other mental health symptoms. That kind of tracking should already be part of the treatment plan."

The best treatment plans, Shapiro said, "look at the entire holistic person. Because that's the way to try and prevent co-morbid diagnoses down the road. And the good news is that I do see that kids with ADHD who are treated properly do have a lower incidence for additional disorders in the future."



FDA Approves New ADHD Medication from KemPharm

The FDA has approved a new stimulant ADHD medication from KemPharm called AZSTARIS, a once-daily methylphenidate treatment for patients age six years and older.

A new ADHD medication has gained approval from the U.S. Food and Drug Administration (FDA). KemPharm's AZSTARYS™, a once-daily methylphenidate stimulant medication previously known as KP415, has been approved for the treatment of attention deficit hyperactivity disorder (ADHD or ADD) in individuals aged six years and older. AZSTARYS could be commercially available in the U.S. as early as the second half of 2021.

AZSTARYS™ is a central nervous system (CNS) stimulant consisting of serdexmethylphenidate (SDX), KemPharm's prodrug of d-methylphenidate (d-MPH), co-formulated with immediate-release d-MPH. The medication, which comes in capsule form, should be taken orally once a day in the morning.

Ann Childress, M.D., an investigator in the AZSTARYS™ clinical trial and President of the Center for Psychiatry and Behavioral Medicine in Las Vegas, said "three properties are repeatedly cited by patients and their caregivers as being underserved by current ADHD medications: onset of action, duration of effect, and consistency of therapy. Having investigated AZSTARYS™ and directly observed its clinical impact on patients, I believe this product will be an important new tool for physicians to use in providing effective care for patients with ADHD."¹

Sources

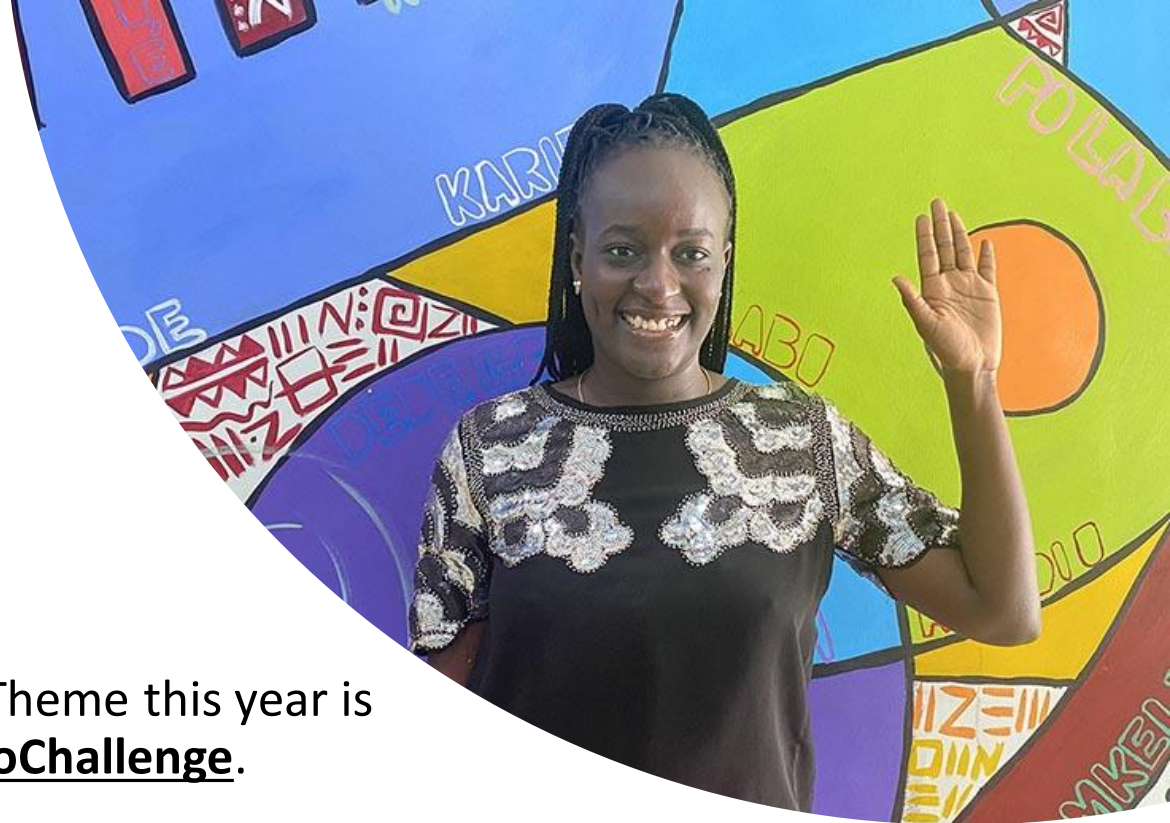
¹KenPharm. KemPharm announces FDA approval of AZSTARYS™ (serdexmethylphenidate and dexamethylphenidate capsules, for oral use, CII), a new once-daily treatment for ADHD. News release. March 2, 2021



International Women's Day - March 8, 2021

#ChooseToChallenge #IWD2021



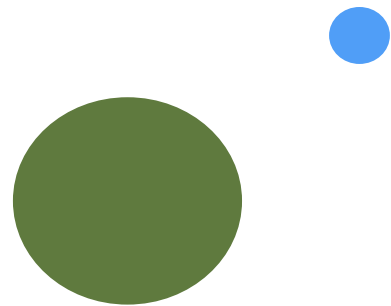


The IWD Theme this year is
#ChoosetoChallenge.

A challenged world is an alert world.
Individually, we're all responsible for
our own thoughts and actions - all
day, every day.

We can all choose to challenge and
call out gender bias and inequality.
We can all choose to seek out and
celebrate women's
achievements. Collectively, we can
all help create an inclusive world.

From challenge comes change, so
let's all **choose to challenge**. What
will you choose to challenge?



IMPORTANT
NUMBERS



IF YOU NEED
HELP, PLEASE
MAKE THE CALL



GET THE SUPPORT
YOU NEED



YOU ARE NOT
ALONE



National Suicide
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1-800-273-8255

National Domestic
Violence Hotline:
1-800-799-7233

Runaway and
Homeless Teen
Hotline Help:
1-800-246-4646

Coalition for the
Homeless:
212-776-2000

Drug and Alcohol
Hotline:
800-622-2255

Food and Hunger
Hotline:
866-888-8777

Homeless Services
Hotline:
212-533-5151

Rape Crisis Hotline:
212-227-3000

National Child
Abuse Hotline:
1-800-422-4453

National Teen
Dating Abuse
Helpline: 1-866-
331-9474

Crisis Lifeline for
LGBTQ Youth:
1-866-488-7386

Boys Town National
Hotline:
800-448-3000

American
Pregnancy Helpline:
866-942-6466

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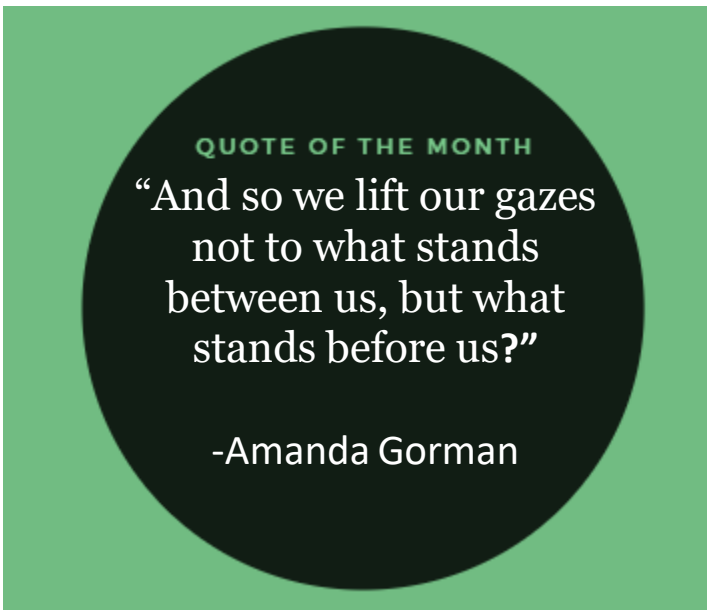


Behavior Management Consultants believes that, “No Child is Born Bad”. Our mission is to educate, mentor, and assist parents, caregivers, and professionals to cope with, socialize, and identify values important to today’s youth.

The goal is to serve public and private social service organizations including, but not limited to:

- Residential Treatment Facilities (RTFs)
- Juvenile Detention Centers
- Residential Treatment Centers (RTCs)
- Public Schools
- Community Based Organizations (CBOs)

We are confident that we will meet our goals thereby ensuring that our clients are being kept abreast in the ever-changing landscape of Human/Social Services.



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All proceeds go to helping fund Behavior Management Consultants.