

ADHD, Perimenopause/Menopause, and Burnout, OH MY!

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Do you feel like you are always juggling?



Symptoms of Burnout

BODY

- headaches
- frequent infections
- taut muscles
- muscular twitches
- fatigue
- skin irritations
- breathlessness

EMOTIONS

- loss of confidence
- more fussy
- irritability
- depression
- apathy
- alienation
- apprehension



MIND

- worrying
- muddled thinking
- impaired judgement
- nightmares
- indecisions
- negativity
- hasty decisions

BEHAVIOR

- accident prone
- loss of appetite
- loss of sex drive
- drinking more
- insomnia
- restlessness
- smoking more

Who is Affected by Burnout?

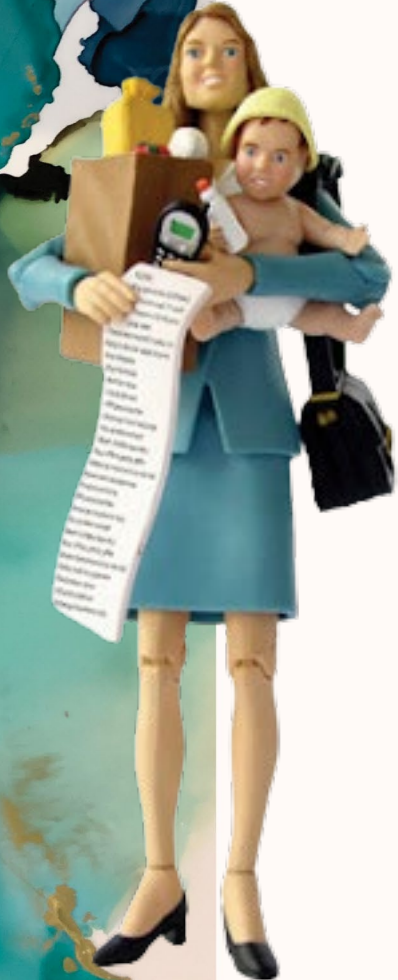


WOMEN OVER 55!

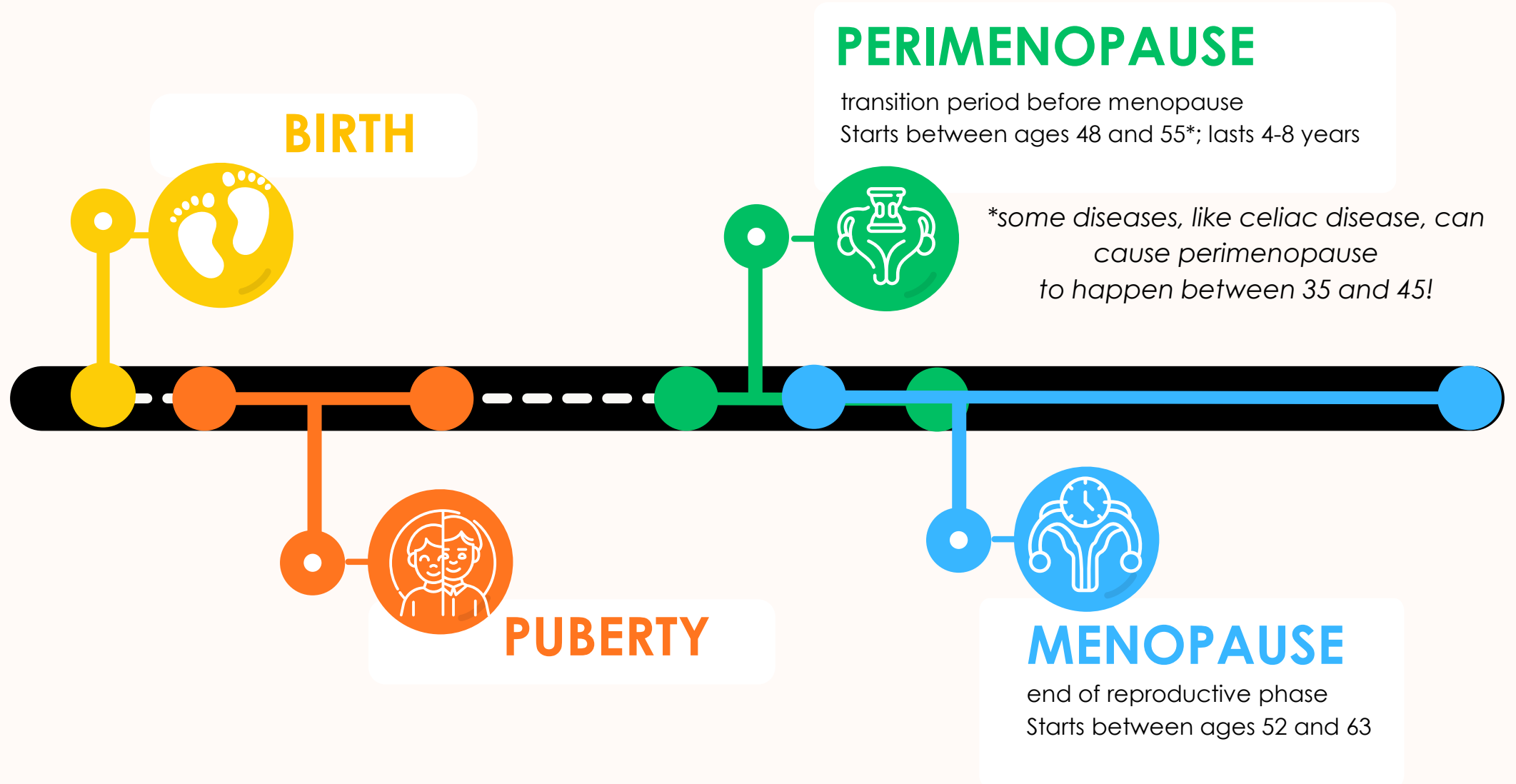
* NIH: Estimate 53-62% of women ages 48-55

Because of work-family conflicts due to traditional gender roles

Women over 55 are also known to have other well-known conditions....



Track To Menopause



Symptoms of Perimenopause and Menopause



Perimenopause

- Insomnia
- Vasomotor issues
- Sexual discomfort
- Mental illness relapse
- Deterioration of physical and mental health



Menopause

- Hot flashes
- Sleep disturbances
- Mood changes
- Bladder irritability
- Decreased physical strength

What is Neurodiversity?

Neurodiversity is an umbrella term that describes how people's brains process information in different ways that result in different ways of learning, thinking and behaving.

What is Neurodivergence?

Neurodivergence is a way of thinking and processing information that differs from societal norms.

- ADHD
- Autism Spectrum Disorder
- Dyslexia (reading and words)
- Dyscalculia (math and numbers)
- Dyspraxia (motor skills and coordination)
- Tourette's Syndrome (motor tics)
- Down's Syndrome (genetic)
- Obsessive-Compulsive Disorder
- Acquired Neurodiversity (PTSD, head trauma)
- Hyperlexia
- Hyper numeracy
- Epilepsy and Seizure Disorders
- Anxiety
- Bipolar Disorder
- Fetal Alcohol Syndrome
- Depression
- Auditory Processing Disorder
- Giftedness
- Apraxia
- Cerebral Palsy
- Mental illness
- Parkinson's
- Multiple Sclerosis

Traditional ADHD Diagnosis



Symptoms of ADHD (DSM-IV)

1. Hyperactive

- Fidgeting
- being on the go
- talking excessively
- interrupting
- blurting out answers
- difficulty waiting your turn
- difficulty relaxing quietly
- internal feeling of restlessness

2. Inattentive

- Forgetfulness
- problems with attentiveness/focusing
- losing things necessary for tasks
- easily distracted
- difficulty organizing (cleaning)
- seeming to not listen
- not following through
- avoiding tasks with sustained mental effort
- careless mistakes

Combined

Symptoms of both types of ADHD

Assessment of ADHD (DSM-V)

1. Must be able to confirm symptom onset in childhood before age 12
2. Children require 6 or more symptoms; adults require 5 for ADHD diagnosis in two or more settings (home, school, social, etc.) that interfere with or reduce quality of life
3. Not explained by other mental health disorder.



Late Diagnosis (especially in women)

Why?

Girls are generally not seen as hyperactive and, therefore, not tested early.

Girls are told to be quiet and “ladylike” to fit the norm.

Masking is aided by estrogens and progesterone, which decrease in perimenopause.

Difficulty getting a diagnosis

Masking, as the name implies, hides the overarching ADHD symptoms, which is difficult to overcome during testing, especially after years of masking.

Getting a diagnostic appointment can take up to 2 years.

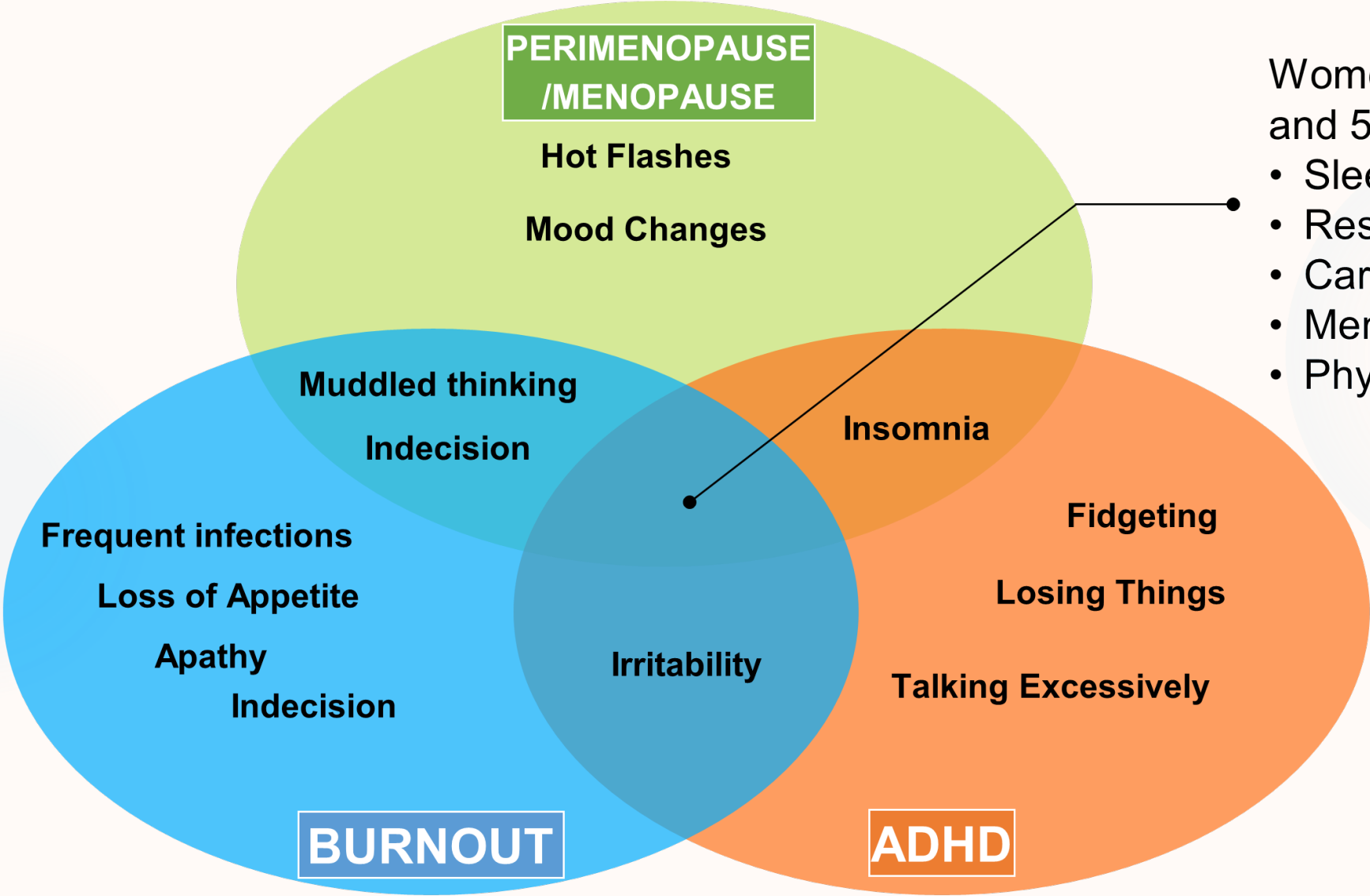
Why no one acts on it

There is still a stigma attached to neurodivergence, and many don't want the label.

Many insurances will not pay for an adult to be tested.

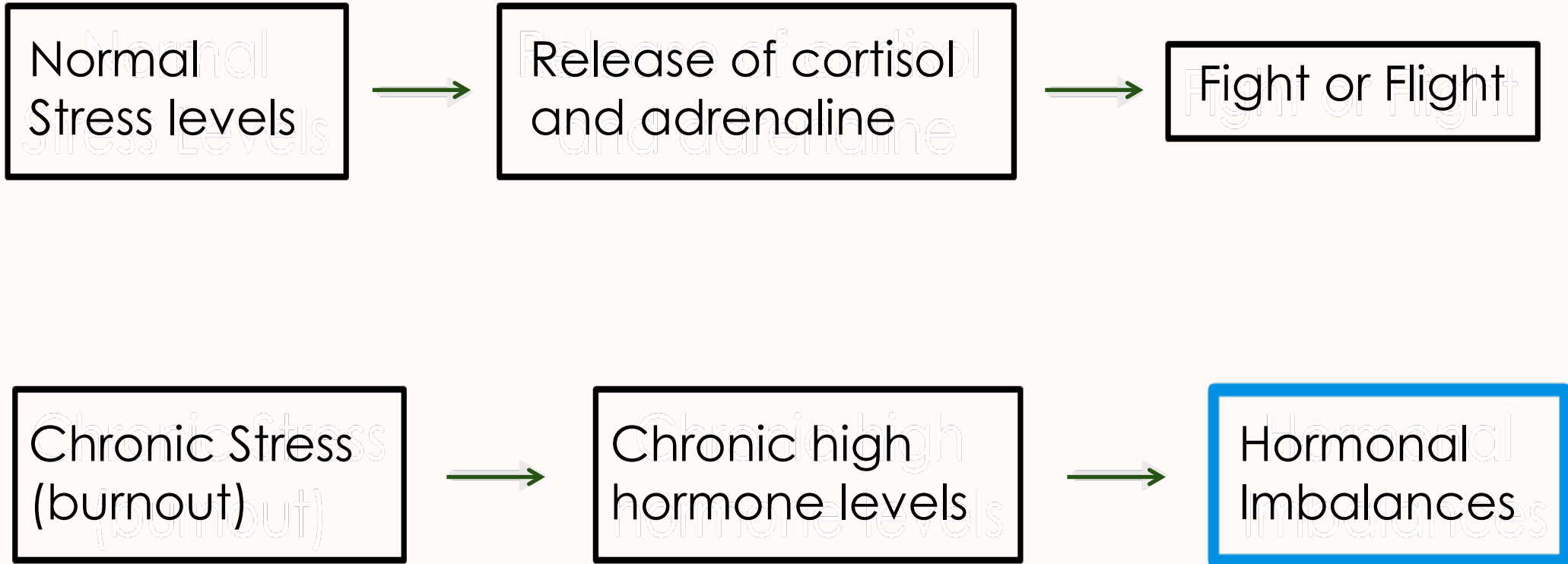
Many have “gotten by” up to this point in their lives, why complicate things.

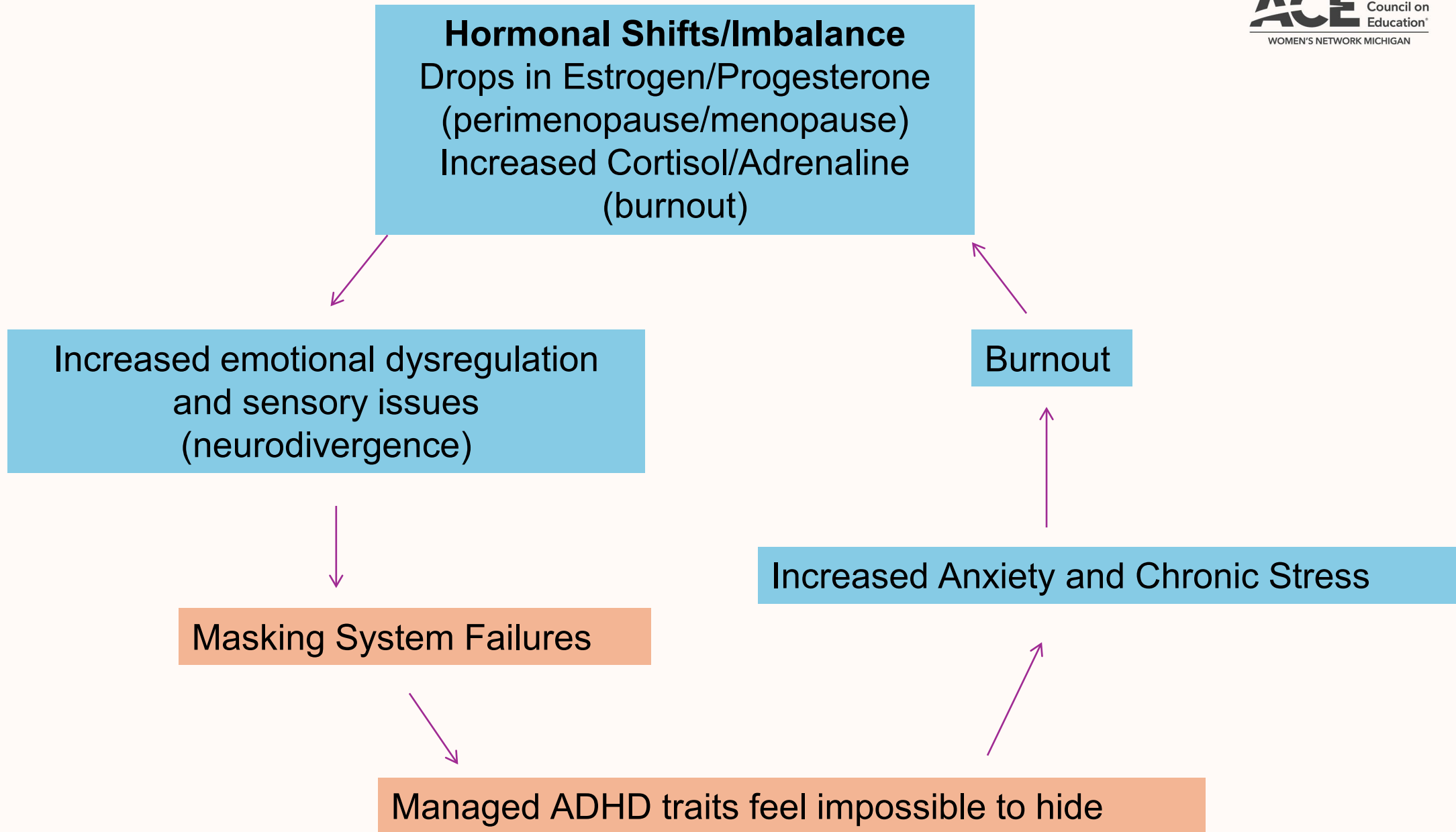
ADHD, Perimenopause/Menopause, and Burnout, OH MY!



Women between ages 48 and 55!

- Sleep Issues
- Restlessness
- Carelessness
- Mental Health Issues
- Physical Decline/Issues





Challenges of Being Neurodivergent

- Stigmas associated with neurodivergence often lead to exclusion and othering
- Neurodivergent staff feel undervalued
- Lack of resources and support
- Barriers to accommodations
- Mental health and well-being impacts on the neurodivergent:
 - Sensory overload and over-stimulation
 - Burnout
 - Increased stress levels, anxiety, depression
 - Made worse by intersectional identities (LGBTQ+, poverty, etc)
 - Increased suicide ideation and actuation

Hidden Strengths (superpowers)



Pattern Recognition

Seeing connections others miss



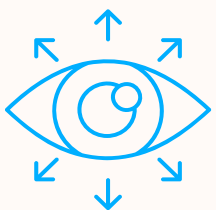
Hyperfocus

Deep concentration on topics of interest



Out-of-Box Thinking

Novel solutions to complex problems



Unique Perspectives

Creativity, alternative **viewpoints**

Why The Neurodiversity Project?

We have heard from a variety of sources that neurodivergent people are better at jobs that require thinking outside the box, analysis of data, and minutia.



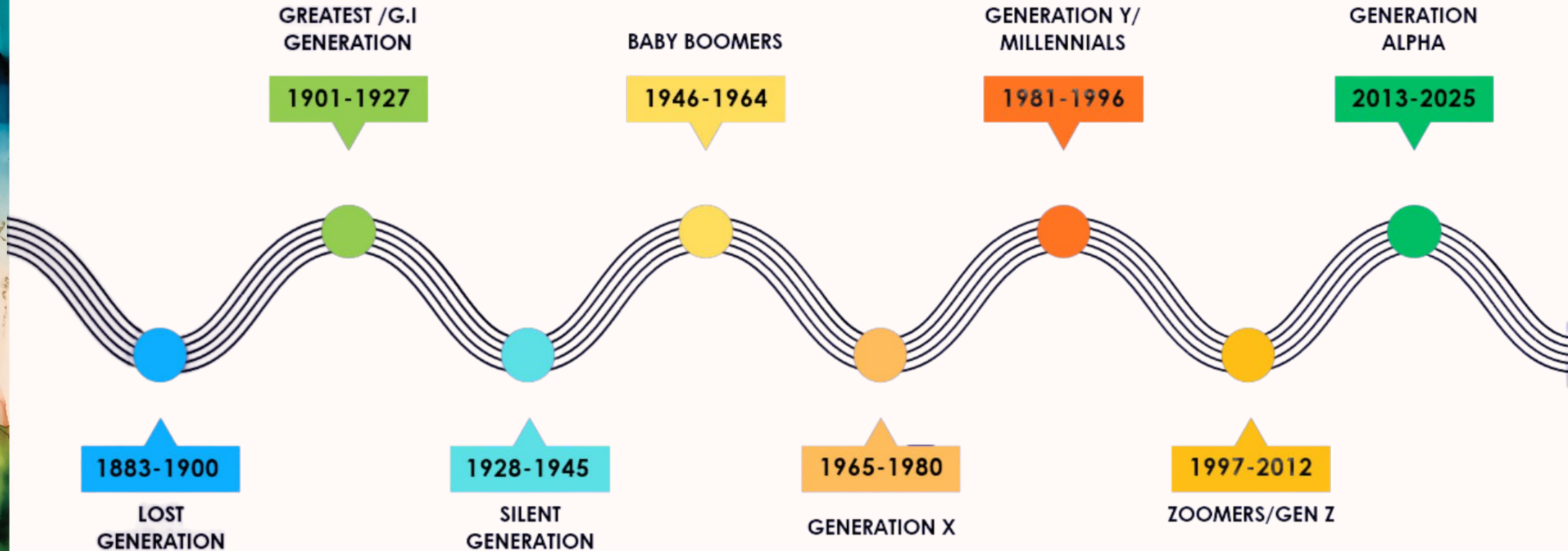
We need to give the neurodivergent population a voice.



In the US, there are alarming statistics pertaining to the neurodivergent population.

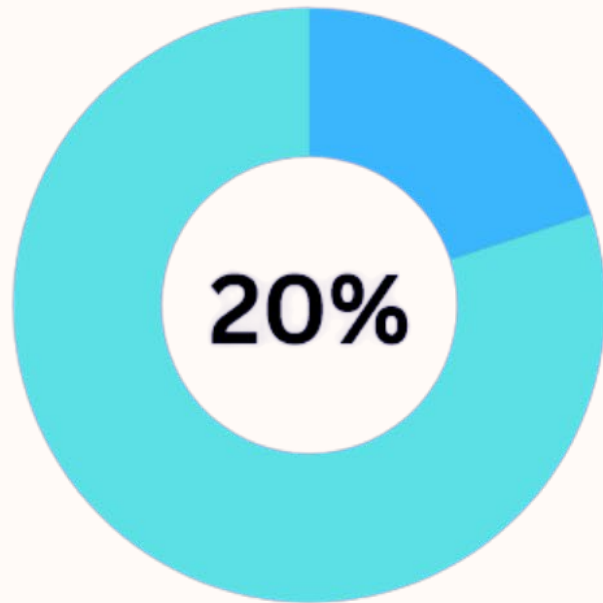


Generation Timeline

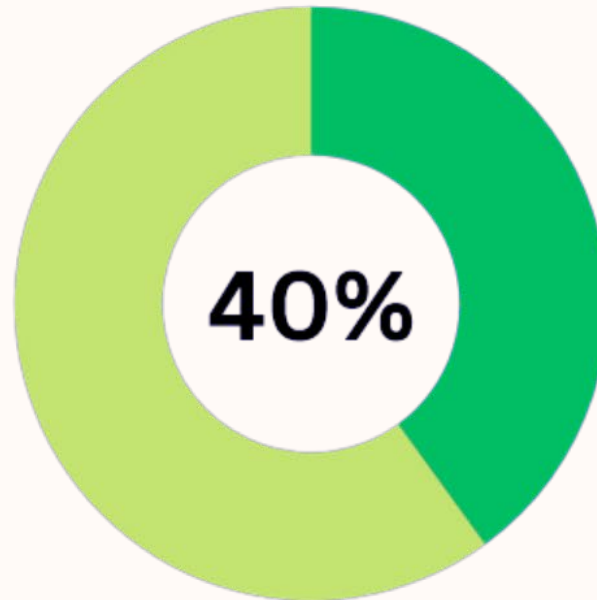


Employment Statistics

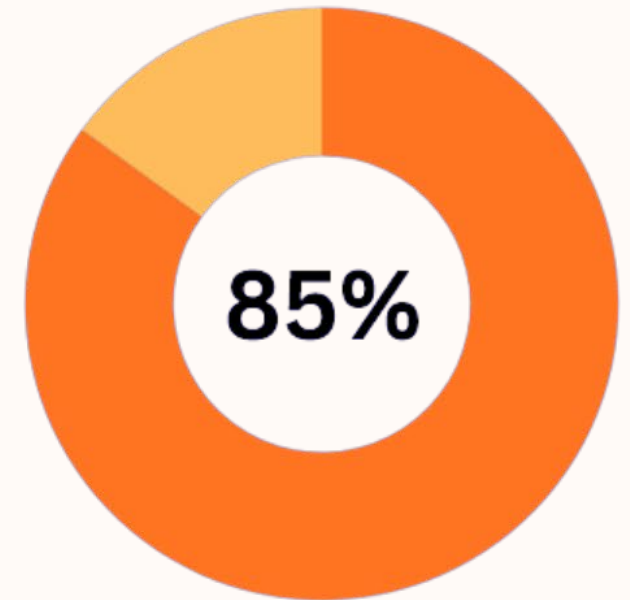
of adult population
worldwide are
neurodivergent



of neurodivergent adults
are unemployed or
underemployed

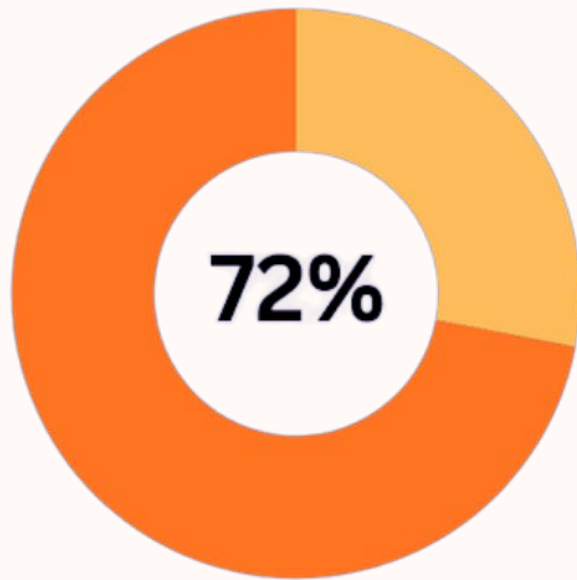


of college grads with
autism are underemployed
or unemployed

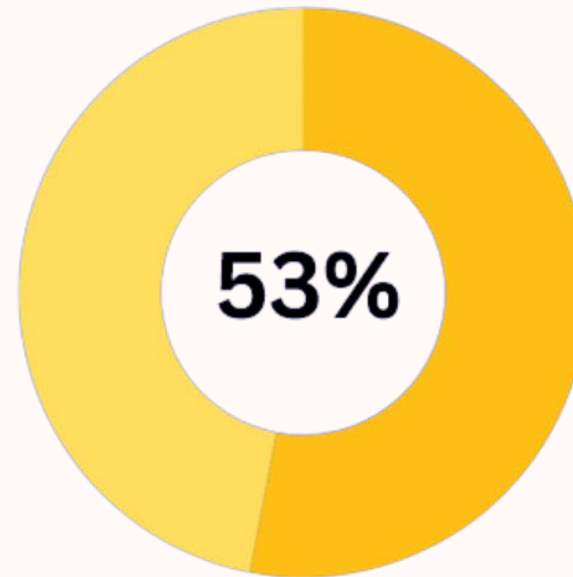


Workplace Trends

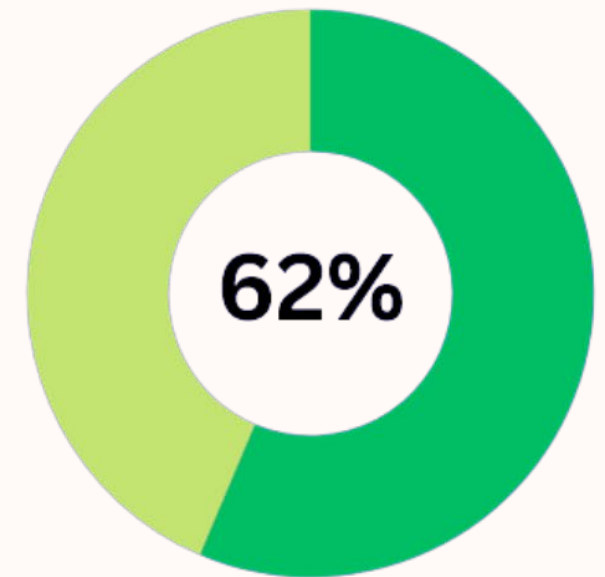
of the work force by 2029
Millenials and Gen Z



of Millennials in workforce
diagnosed or identify as
neurodivergent



of Gen Z entering
workforce diagnosed or
identify as neurodivergent



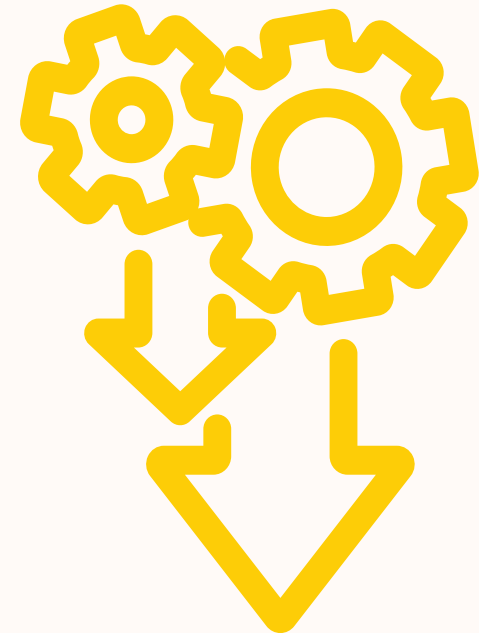
*40-45% of 2029 workforce will be diagnosed or identify as neurodivergent

Workplace Trends



Neurodiverse teams are 30% more productive, more innovative, and challenge groupthink.

Inclusive organizations realize up to 60% lower turnover costs and higher employee satisfaction and retention.



Neurodiversity Project

Sandy Zalmouṭ, Project Lead
Kathleen Ignatoski, Ph.D., Research Lead
Chris Laurinec, co-founder



The Framework

Resources

- Supervisor and Management Toolkit
- Resource Apps and Tools
- Global and local network building

Research

- Policy
- Gap survey
- Technology
- Sports and Mindfulness
- Gaming
- The Arts
- Mental Health and Wellbeing

Communications and Dissemination of Findings

- Beautiful Minds Conference
- Speaking Engagements
- Publication

Toolkits

Students

Accommodations: where to get them, how to get them, what is needed
Resource aid: Healing Blue, NeuroNavigator
Accommodations during trying times: what is available, what is needed
Interview simulation

Staff

Accommodations: where to get them, how to get them, what is needed
Resource aid: Healing Blue, NeuroNavigator
Interview simulation
Resources for supervisors of neurodivergent staff

Faculty

Resources for supervisors of neurodivergent staff and students
Resource aid: Healing Blue, NeuroNavigator
Interview simulation

Resource Aids

Students, Staff, Faculty

NeuroNavigator

NeuroNavigator vs. generic planners

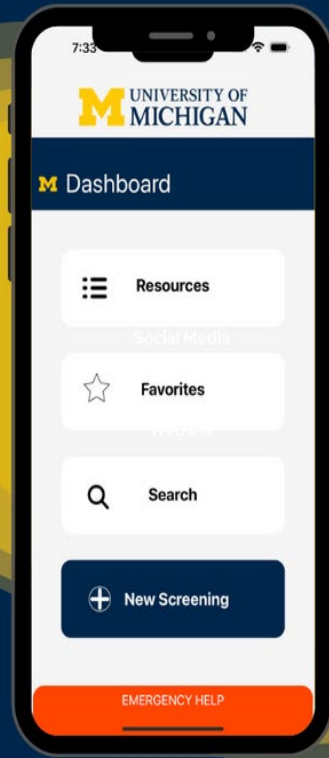
Built for university ecology — not another isolated to-do list.

Features	<u>NeuroNavigator</u>	<u>Generic Apps</u>
Syllabus → sequenced academic steps	Yes	Partial
Energy-based (not just clock) planning	Yes	Rare
Campus resources in context	Yes	No
Sensory-safe focus workspace	Yes	Partial
Student-controlled advocacy export	Yes	No
Faculty UDL insights (anonymized)	Phase 2	No
LMS / SSO integration	Phase 2	No



Michigan's Mental Health and Well-Being Resource App

Click on new screening to get YOUR resources



Download Now
And Take the Screening



ARTWORK BY BARB WHITNEY

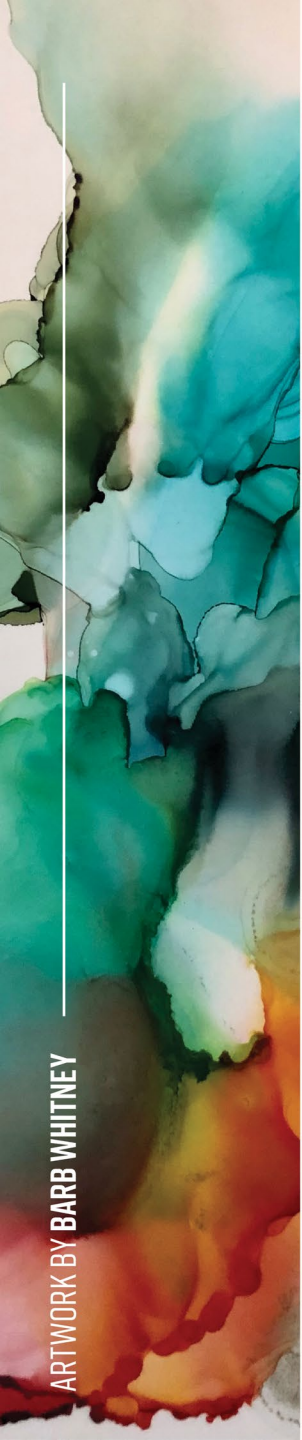
UM Mental Health and Well-Being Resource Filter



Reported

- Burn out
- Stress
- Anxiety
- Depression
- Suicide Ideation

*178 current UM mental health resources available



MiHENN: Michigan Higher Education Neurodiversity Network



Questions

UM NDP: neurodiversity.project@umich.edu

