

ANM SUPPORT PACK

ADHD

A practical guide for people with ADHD, families, educators, employers and supportive professionals.

This is general information, not a diagnosis or individual medical advice. Local services and pathways vary.

Start here

Attention-deficit/hyperactivity disorder (ADHD) is a neurodevelopmental condition involving patterns of inattention and/or hyperactivity-impulsivity that can affect daily life. ADHD can look different across people and across life stages. Support should be shaped around the person, the setting and the tasks that are difficult.

Signs to notice - not a checklist

- Difficulty starting, organising or finishing tasks, even when the task matters to the person.
- Losing track of details, appointments, belongings or steps in a routine.
- Restlessness, fidgeting or a strong need to move in order to focus or regulate.
- Impulsive decisions, interruptions or speaking before there is time to pause and plan.

What can help today

- Make the next step visible: use a short list, a timer, a note or a shared calendar.
- Break work into smaller parts and agree what done looks like before starting.
- Build in movement, rest and low-distraction options rather than demanding constant stillness.
- Use supportive check-ins and practical adjustments instead of shame or repeated reminders alone.

These signs are not enough to diagnose ADHD. A diagnosis needs a full assessment by an appropriately qualified professional and considers impact in more than one setting.

Sources and further reading

NICE. Attention deficit hyperactivity disorder: diagnosis and management (NG87).
<https://www.nice.org.uk/guidance/ng87>

CDC. Symptoms of ADHD (2026).
<https://www.cdc.gov/adhd/signs-symptoms/>

ANM works for understanding, acceptance and practical inclusion across Africa. Different minds. United Africa.