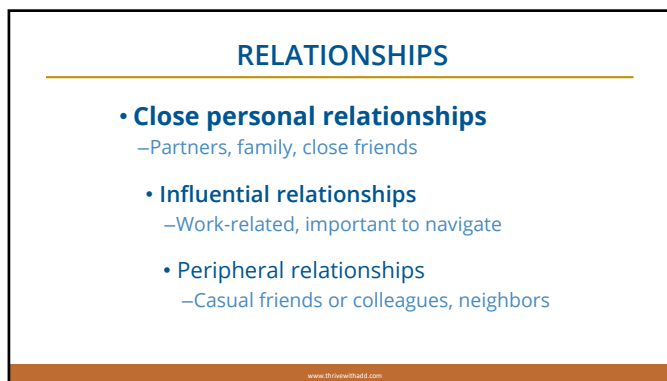
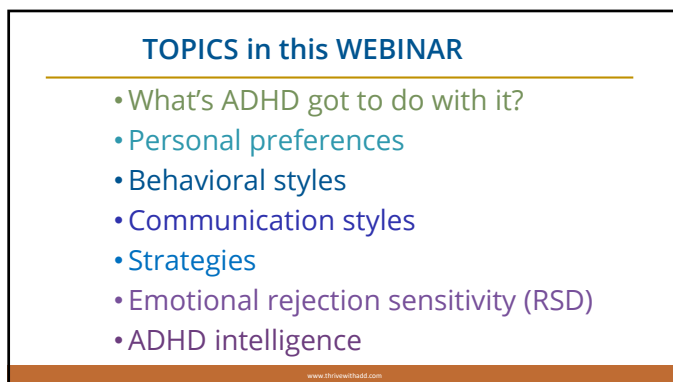


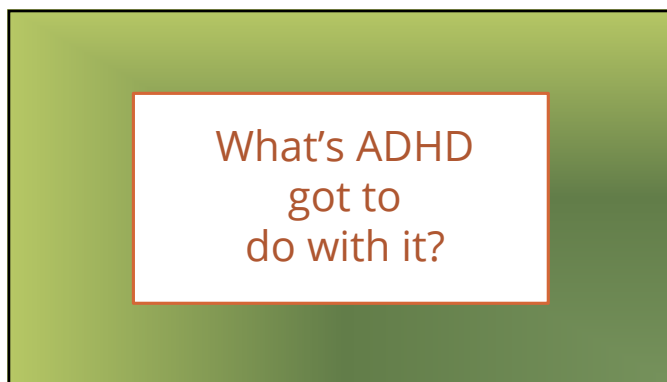
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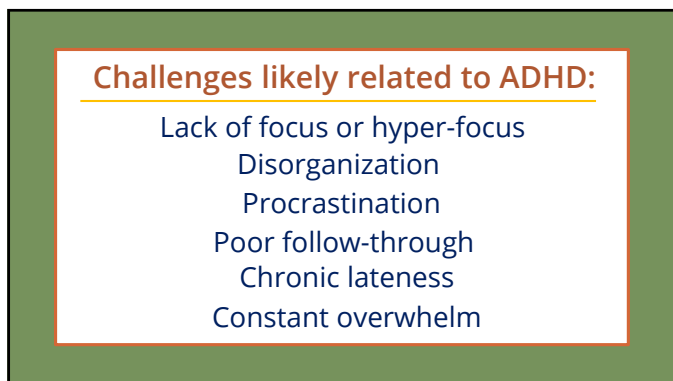
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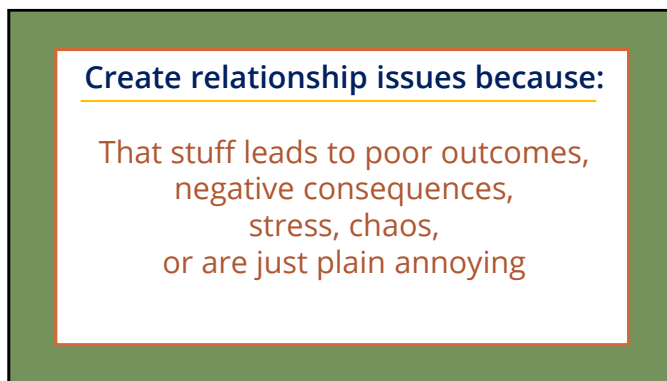
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6

Effect on relationship equilibrium

May lead to an undesirable parent / child dynamic of nagging, guilt and resentment

7

Effect on work dynamics

You can be perceived as "high maintenance," adding a layer of stress and uncertainty to your boss, team or clients

8

You can greatly improve ADHD-type challenges involving skills, habits, tendencies and behavior.

(Isn't that why you're here in an ADHD SELF-MASTERY Program?)

9

ADHD can become the scapegoat

Don't worry honey. It's not your fault.

It's your ADHD that's causing our problems.

10

Is ADHD *really* the problem?

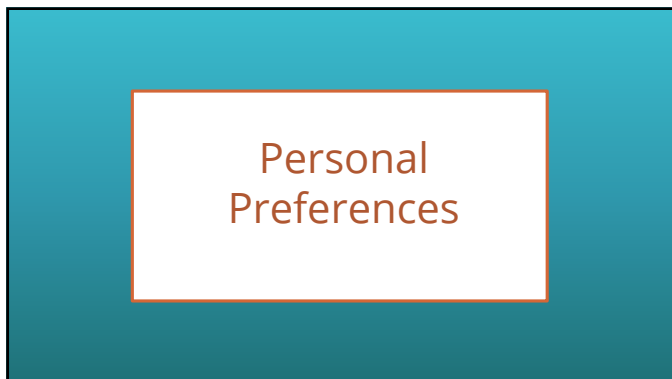
Do all the challenges in your relationship involve behavior, habits or tendencies that you *want* to change?

11

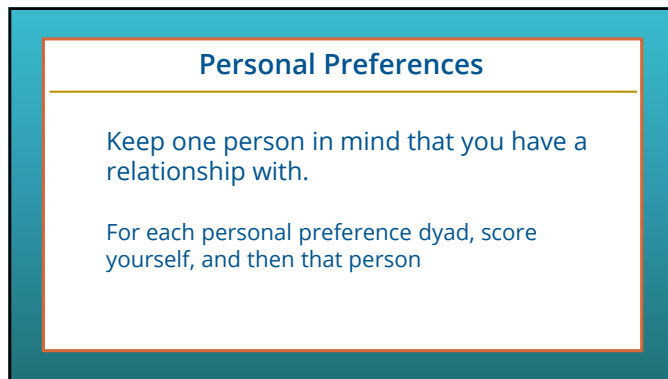
Is ADHD *really* the problem?

Or are frustrations simply the result of differences in preferences, values, assumptions, priorities or communication style between two people?

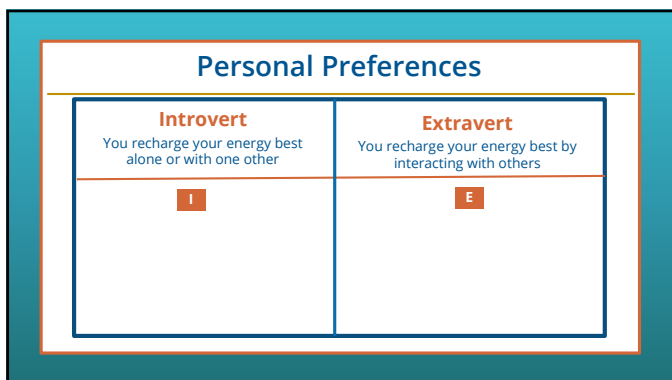
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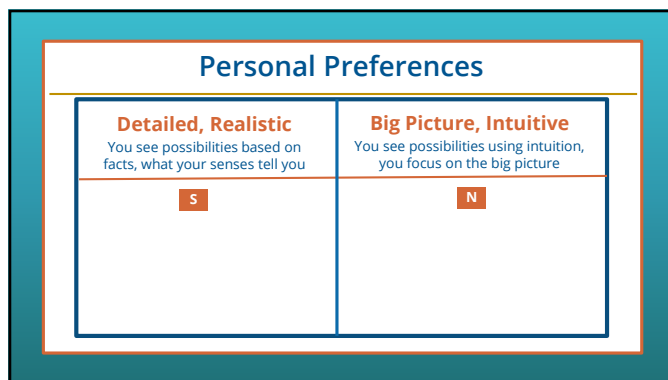
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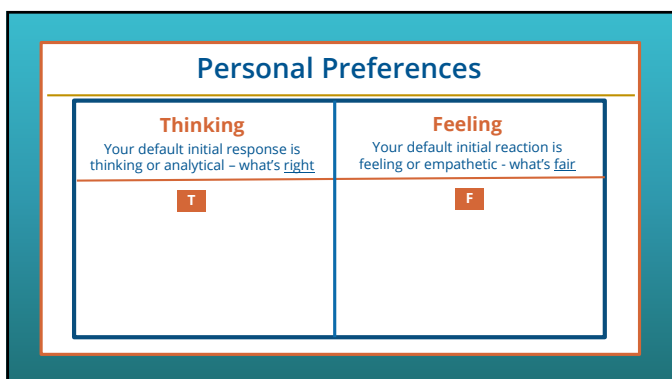
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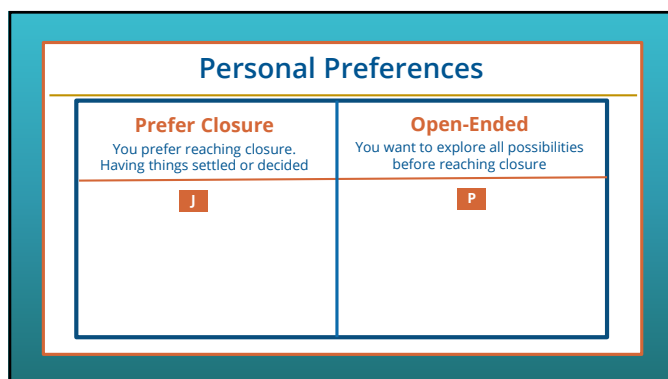
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17



18

Personal Preferences

HOW YOU TAKE IN ENERGY	Introvert	Extravert
SELF		
Other		
SENSES or INTUITION	Realistic, Detailed	Intuitive, Big Picture
SELF		
Other		
DEFAULT THOUGHT PROCESS	Thinking	Feeling
SELF		
Other		
DECISION PREFERENCE	Closure	Open ended
SELF		
Other		

19



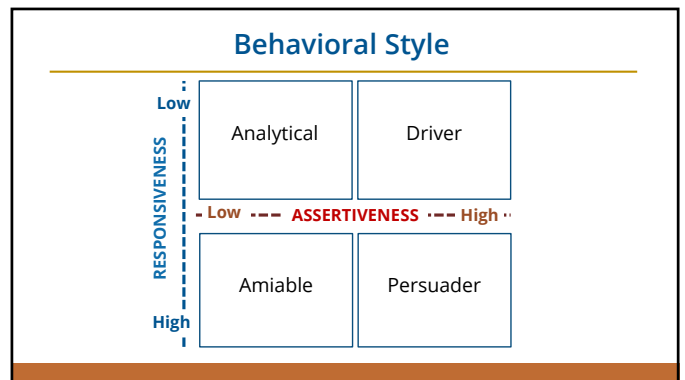
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Behavioral Style

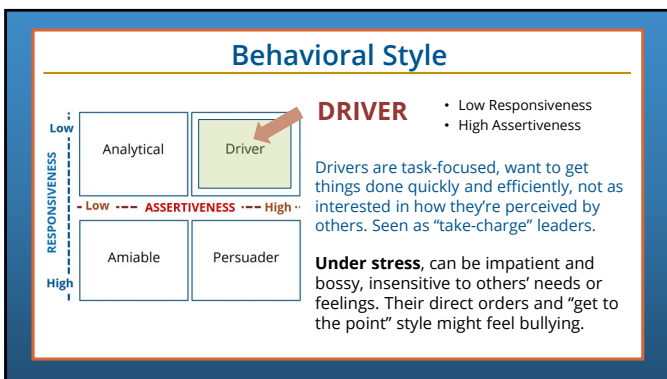
Your behavior style is what you show to other people.

You probably have a style that's your default that would come out under stress.

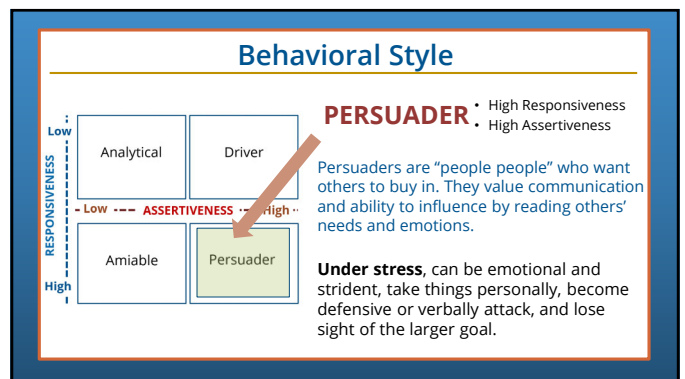
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23



24

Behavioral Style

RESPONSIVENESS	Low	Analytical	Driver
- Low - - - - -	- - - - -	ASSERTIVENESS	
- High	- - - - -	Amiable	Persuader

AMIABLE • High Responsiveness
• Low Assertiveness

Amiables prefer teamwork, value cooperation and harmony, and dislike conflict. They'll stay silent rather than argue and view loud disagreement as negative.

Under stress can be easily offended, but not admit how they feel or that they disagree. Might act passive-aggressive, sulky or give the silent treatment rather than address conflict directly.

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Behavioral Style

RESPONSIVENESS	Low	Analytical	Driver
- Low - - - - -	- - - - -	ASSERTIVENESS	
- High	- - - - -	Amiable	Persuader

ANALYTICAL • Low Responsiveness
• Low Assertiveness

Analytics are task-focused, don't consider the "people" considerations involved. They may not bother sharing their thoughts unless asked, or care whether others agree.

Under stress may focus solely on the task and alienate people by not communicating, or - when pushed - be terse, direct and tactless. If upset, might mentally check out.

26

Behavioral Style

RESPONSIVENESS	Low	Analytical	Driver
- Low - - - - -	- - - - -	ASSERTIVENESS	
- High	- - - - -	Amiable	Persuader

Where do you fall on the Behavioral Style grid, in relation to the other person?

Label one dot on the grid for yourself.

Label another for the other person.

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Behavioral Style

RESPONSIVENESS	Low	Analytical	Driver
- Low - - - - -	- - - - -	ASSERTIVENESS	
- High	- - - - -	Amiable	Persuader

Communication challenges are highest with styles diagonal to each other.

Most likely to rub each other the wrong way:

Analytical : Persuader
Driver : Amiable

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Behavioral Style

RESPONSIVENESS	Low	Analytical	Driver
- Low - - - - -	- - - - -	ASSERTIVENESS	
- High	- - - - -	Amiable	Persuader

Which style is most successful professionally?

Depends on the culture and context

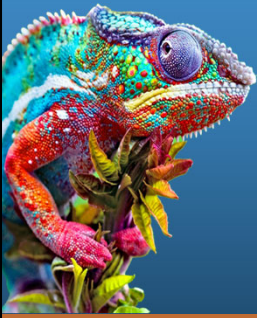
29

Behavioral Style

RESPONSIVENESS	Low	Analytical	Driver
- Low - - - - -	- - - - -	ASSERTIVENESS	
- High	- - - - -	Amiable	Persuader

Which style is most successful in interpersonal interactions?

30



The Chameleon!

You'll be most successful when you can adapt your style to fit the people or situation.

That way, people of all styles will be able to relate to you and respond most positively.

31



How to act like a chameleon

Think about a personal relationship where you've had some friction.

Considering their style... How could you adapt your approach to reach better understanding?

32

Getting your DRIVER or ANALYTICAL partner to do the dishes

Motivating	NOT Motivating
"When you rinse the dishes right after dinner, it takes less than half the time than if you wait for hours and then have to scrub off old food."	"You'll feel so much better once you get the dishes done, knowing you won't have to do them later."

33

Getting your PERSUADER or AMIABLE partner to do the dishes

Motivating	NOT Motivating
" It would mean a lot to me not to have to walk into the kitchen before going to bed and still see dinner dishes. I'd really appreciate if they were done earlier."	" Why can't you just do the dishes as soon as we're done eating? It's not rocket science! "

34

Communication Styles

35

Communication Styles are based in culture.

Your culture or upbringing affects your communication style in:

- **How interactive you are** in conversation
- **How direct you are** in stating your needs or asking questions

36

High-Interactive Style

In Conversation

People speak over one another, chiming in to express agreement, disagreement, or just to add something to the topic.

Speaking in relation to the topic is seen as a positive sign of engagement.

37

High-Interactive Style

ADHD with High-Interactive Style

It wouldn't necessarily seem like ADHD to interrupt, unless it was to cut someone off, or the interruption wasn't relevant to what was being said.

Avoid random, off-topic interruptions that look like you're not paying attention.

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High-Interactive Style

Potential Assumptions when you don't speak up in a group

- You have nothing to say
- Your mind is elsewhere.
- You agree with what's being said (since you didn't say otherwise)

39

Low-Interactive Style

In Conversation

People wait until someone is finished speaking before saying anything.

Speaking while another person is talking is considered interrupting and rude, even when expressing enthusiastic support.

40

Low-Interactive Style

ADHD with Low-Interactive Style

Interrupting isn't considered "normal" in this style, so someone with ADHD would stand out in a negative way if they interrupted often.

Pay attention to what the speaker is saying, rather than focusing on how much you want to speak.

41

Low-Interactive Style

ADHD with Low-Interactive Style

When YOU are speaking, don't ramble! Since others won't interrupt you, don't frustrate them by making them wait a long time to get a word in.

Conversation should be a dialogue, not a monologue.

42

Low-Interactive Style

Potential Assumptions in a professional setting

Interrupting could be interpreted as bullying or power-play.

If you speak up often (and others don't), you could be (unfairly) perceived as "dominating the meeting."

43

Comparing styles of DIRECTNESS

How direct are you in stating your needs or asking questions?

44

"Ask" vs "Guess" Culture

When Ask Culture meets Guess Culture, misunderstandings and frustration can ensue.

In an Ask Culture family, you grew up with the expectation that **it's OK to ask for anything at all**, and you realized you **might get no for an answer**.

The Atlantic - "Askers' vs 'Guessers'"
By Alex Eichler - May 12, 2010

45

"Ask" vs "Guess" Culture

Asking is how you actually determine what the Asker wants and the giver is willing to receive.

For an Asker, Guessing culture can be a recipe for frustration.

The Atlantic - "Askers' vs 'Guessers'"
By Alex Eichler - May 12, 2010

46

"Ask" vs "Guess" Culture

"In Guess Culture, you avoid putting a request into words unless you're pretty sure the answer will be yes.

Guess Culture depends on a tight net of shared expectations. A key skill is **putting out delicate feelers**.

If you do this with enough subtlety, you won't even have to make the request directly; you'll get an offer. Even then, the offer may be genuine or pro forma; it takes yet more skill and delicacy to discern whether you should accept."

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"Ask" vs "Guess" Culture

"Ask" vs "Guess -
"Guessers, who are usually trying to be nice and are holding themselves to a higher level of politeness, ruin things for the rest of us ...

Guessers are what forces people with poor social discernment to regard all kinds of interactions as a minefield of awkwardness."

The Atlantic - "Askers' vs 'Guessers'"
By Alex Eichler - May 12, 2010

48

"Ask" vs "Guess" Culture

"An Asker won't think it's rude to request two weeks in your spare room, but a Guess culture person will hear it as presumptuous and resent the agony involved in saying no.

Your boss, asking for a project to be finished early, may be an overdemanding boor – or just an Asker, who's assuming you might decline. If you're a Guesser, you'll hear it as an expectation."

49

How Negativity kills relationships

50

Relationship Killer - Negativity

Negativity Bias - Why are we devastated by a word of criticism even when it's mixed with lavish praise? Because our brains are wired to focus on the bad.

Our thoughts and feelings are skewed by what researchers call the negativity effect, which is our tendency to respond more strongly to negative events and emotions than to positive ones.

When we hear a mix of compliments and criticism, we obsess over the criticism instead of enjoying the praise.

The Atlantic - "How Negativity Can Kill a Relationship"
By John Tierney and Roy F. Baumeister - Jan. 9, 2020

51

Relationship Killer - Negativity

A slight conflict can have ruinous consequences when the *power of bad* overwhelms your judgment, provoking you to actions that further alienate your partner.

Marriages usually don't get better. The ratings typically go downhill over time. Infatuation fades.

52

Relationship Killer - Negativity

Imagine you are dating someone who does something that annoys you. How do you respond?

1. Let it slide and hope things improve.
2. Explain what bothers you and work out a compromise.
3. Sulk. Say nothing, but emotionally withdraw from your partner.
4. Head for the exit. Threaten to break up or start looking for another partner.

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Relationship Killer - Negativity

The constructive strategies sounded sensible and admirable, but they didn't matter much.

"It is not so much the good, constructive things that partners do or do not do for one another that determines whether a relationship 'works' as it is the destructive things that they do or do not do in reaction to the problems."

54

Relationship Killer - Negativity

“Sooner or later one person is liable to be negative for so long that the other one starts to respond negatively too.

When that happens, it’s hard to save the relationship.”

The Atlantic - "How Negativity Can Kill a Relationship"
By John Tierney and Roy F. Baumeister – Jan. 9, 2020

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Rejection Sensitive Dysphoria

RSD appears to be
**the one emotional condition
found only with ADHD**

William Dodson, MD

56

Rejection Sensitive Dysphoria (RSD)

Someone with **rejection sensitivity** may constantly look for proof that other people are rejecting them.

57

Rejection Sensitivity – Creates a self-fulfilling prophecy.

People with low self-esteem are more likely to react negatively to perceived criticism, leading ultimately to their partner acting negatively in return.

58

Rejection Sensitivity – Creates a self-fulfilling prophecy

Insecure people projected their own self-doubts on the relationship and assumed their partners would judge them as harshly as they judged themselves.

This needless self-protection is especially harmful to a relationship.

59

Rejection Sensitivity – Creates a self-fulfilling prophecy

For them, an argument wasn't just about a specific issue but a sign of deep problems and a signal the relationship was in jeopardy.

Their panicky response was to push away their partner -- with unfortunate success.

60

Rejection Sensitivity –
Creates a self-fulfilling prophecy

- **Insecure men** tend to focus on fears of partners' sexual infidelity. They become possessive and controlling, drive the woman away.
- **Insecure women** worry more about other kinds of rejection and react with hostility rather than jealousy.
- Negativity seemed less of a problem in same-sex couples.

The Atlantic – "How Negativity Can Kill a Relationship"
By John Tierney and Roy F. Baumeister – Jan. 9, 2020

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*How do we get into this
negative DRAMA
???*

62

Dr. Ned Hallowell on ADHD & Romance –

We have a terrible tendency to fall for train wrecks over and over. They're stimulating, exciting, dangerous, dramatic.

And we're born rescuers. We think we can save them.

Not all stable people are boring!

Paraphrasing Dr. Hallowell's remarks in *The ADHD Entrepreneur Summit*, 9/13/22

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**ADHD Type of
Intelligence**

Our "intuitive leaps" may not be beneficial to relationships

64

*The Intensity of Being Bright:
Why Rare Intelligence Makes Relationships Hard*

By Christina Lane – medium.com – April 25, 2025

ADHD isn't mentioned, but the description of this kind of brain sounds very familiar...

Medium.com – "The Intensity of Being Bright: Why Rare Intelligence Makes Relationships Hard — and How Embodiment Can Help"
by Christina Lane – April 25, 2025

65

Why Rare Intelligence Makes Relationships Difficult

"Highly intelligent people often sabotage things in interpersonal connection, but it isn't because they don't care.

They do it because their brain is a massive processor trying to run too much data at once — without pause. Without rest. Without mentorship that not every moment needs to be decoded and sorted.

Medium.com – "The Intensity of Being Bright: Why Rare Intelligence Makes Relationships Hard — and How Embodiment Can Help"
by Christina Lane – April 25, 2025

66

Why Rare Intelligence Makes Relationships Difficult

“Highly intelligent people start constructing their internal world with massive complexity. They’re recording and storing thoughts, emotions, and social impressions at a speed most people don’t notice and then drawing strange — but logical to them — conclusions about how life works.

It’s not always socially legible. It’s not always practical. But it’s deeply real to them.

67

Why Rare Intelligence Makes Relationships Difficult

Relationships: A Mirror They Can’t Turn Off

“In relationships, they overanalyze or decide something isn’t worth thinking about at all.

They get stuck on an interaction from three days ago or dump the interaction from their memory altogether.

RUMINATION or AVOIDANCE

68

Why Rare Intelligence Makes Relationships Difficult

“If you are anxious and highly intelligent you might rewrite every sentence someone said until it no longer resembles reality. You might link it back to hundreds of other memories or impression you have.

If you are avoidant, you might just decide it’s not important to feel or think about it and press a delete button or write a story that suits you but isn’t true at all.

69

Why Rare Intelligence Makes Relationships Difficult

“Often highly intelligent people read subtext that might exist — if they had said something — but simply isn’t there for most people. And in the process, they often miss what’s actually being communicated.

Excerpts from: *The Intensity of Being Bright: Why Rare Intelligence Makes Relationships Hard — and How Embodiment Can Help*
Christina Lane, medium.com, April 24, 2025

70

Why Rare Intelligence Makes Relationships Difficult

They have to learn to listen without running mental evaluations and connections to the past to become successful communicators.”

Excerpts from: *The Intensity of Being Bright: Why Rare Intelligence Makes Relationships Hard — and How Embodiment Can Help*
Christina Lane, medium.com, April 24, 2025

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**How do you relate
to any of this?**



**Q&A
Discussion**

72