

Overloaded circuits Why Smart People Underperform

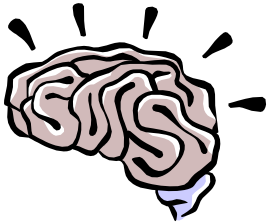


What is ADT?

Attention Deficit Trait (ADT) is a neurological disorder that has no genetic component that is brought on by demands on our time and attention; it springs entirely from the environment in which people place themselves (e.g. continuous emails, phone calls, and interruptions) and in turn causes productivity to decrease.

ADT suffers...

- feel constant panic and guilt
- are hurried and frantic
- lose focus
- are impatient
- can not manage as well as they'd like
- are disorganized
- are tardy



What causes ADT?

ADT is caused by over stimulation of the frontal lobes in the brain. The frontal lobe is responsible for guiding decision making and planning, organization and prioritization of information and ideas, time management and other managerial tasks. When too much pressure, stress or fear of not accomplishing tasks is placed on the frontal lobe, it reaches capacity. Then the frontal lobe shifts into survival mode causing intelligence to dim and the brain to not be able to think clearly.

How do you manage ADT?

Promote positive emotions

Build a positive, fear-free emotional atmosphere because emotion is the on/off switch for executive functioning. People who work in physical isolation are more likely to suffer from ADT, therefore foster connections with others

Take physical care of your brain

Get enough sleep; Do not try to cope with ADT by sleeping less in hope that you get more done, it will backfire
Watch your diet. Taking in too many carbohydrates increase glucose levels which leaves the brain wanting more when levels start to decrease leaving you not able to function effectively
Exercise. Physical exercise releases endorphins which stimulate the brain and keep it in tip-top condition.

Organize for ADT

Organize your goals in a way that suits you, disorganization will keep you from reaching your goals
Break down large tasks into steps
Keep a section of your office clear
Before you leave for the day make a list of no more than five tasks that need your attention the next day, short lists force you to prioritize your tasks

Protect your frontal lobes

Take time to listen, ask questions, and digest what is being said so you don't get confused and send your brain into a panic

What Leaders Can Do

- Invest in amenities that contribute to a positive atmosphere
- Match employees skills to tasks given so it fits their cognitive and emotional style

