







AI-Driven Strategies for ADHD Inclusion in Organizations: A Path to Sustainable Development

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Abstract.

This paper is discussed how AI can influence the opportunities for neurodiverse people, mainly with ADHD for entering into an inclusive working system. Through supporting person with ADHD a traditional system is mostly unable to navigate while also considering the distinctive the strengths and limitations that such persons bring into the work place. Apart from being adaptive planning systems or the virtual assistance or the providing the real time feedback that bring better about the working conditions, these artificial intelligence technologies evaluate neurodivergent employees. The artificial intelligence, it redefines the talent management to be more data driven, efficient, and also agnostic to the standard: like the recruitment, assessment, and also workforce planning that all stand under its influence. This paper. It also connects the transformation to the UN sustainable development goals, particularly which is the SDG8; decent work and also the economic growth and also the SDG 10 which includes the reduction of inequalities by ensuring the quality of chances for employment. Whereas however, it would be promising changes that are equally independent on the cultural shift in the organizations that prioritize inclusiveness and equity.

Keywords: ADHD, Artificial Intelligence, Sustainable Development Goals, Workplace Adaptation.

1 Introduction

The racial and economic parities rise on the top of the organizational priority list, since neuro diversity is fast and is also gaining significant to the considerations of such factors. So, ADHD, it poses unique challenges in the office in the neurodevelopmental type of the issues, problems in attention, control, hyperactivity and impulsivity they all co-exist. These traits they hinder productivity, the time management and the relations among collegial peers. These typical structures that seldom accommodate neurodiverse co-workers which cause an inverse decrease in the job satisfaction, it also increases stress level and grossly under-harnessed talent. So, these barriers it limits the organizations by diminishing the creativity and also the retention of skilled employees. So, to correct the situation, contemporary working policies, recruiting practices, and to firm strategies it must be entrenched in the DEI principles with an eye toward inclusivity, simultaneously to stimulating the efficiency and innovation.

Organizations now develop new business practices to establish workplaces where all employees regardless of background or cognitive abilities succeed. Organizations through DEI initiatives work toward neutralizing structural prejudice in order to broaden fair employment standards for diverse

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achievement enhancement and enhanced workplace cooperation and innovation progress. Gender and racial diversity have acquired substantial workplace integration progress but organizations continue to neglect neurodiversity as an important aspect of diversity. Neurodiversity serves as an understanding that people who have ASD and Dyslexia and Dyspraxia and ADHD exhibit different cognitive styles to think and solve problems and relate to their environments. Many businesses refuse to apply effective modifications for neurodivergent employees which impairs their organizational success along with inventive potential and long-term growth potentials. (Hendrickx, S. 2010)

ADHD stands as one of multiple neurodevelopmental disorders that offers both advantages and hurdles when people work professionally. People with ADHD struggle to control their attention while exhibiting impulsive behaviors and hyperactivity and have difficulties performing executive tasks that affect their workplace abilities to manage time and prioritize tasks and stay arranged and communicate with others. In cases of attention-deficit hyperactivity disorder, the characteristic manifestation is mostly distraction; some may have slight variations, including having creative thoughts, bunches of energy, or being creative in less popular ways regarding their personal interests. Where an organization facilitates just the adequate support for ADHD employees to tap into their inborn abilities, these employees become important partners to organizational success.

Nearly all traditional workplace organizations fail to accommodate the special demands of ADHD employees. The typical work environment imposes strict time schedules along with multitasking specifications and linear workflows alongside standardized metrics for performance assessment yet these methods do not match how ADHD people handle their work. Lack of workplace adaptability combined with insufficient adjustments damages job satisfaction levels and produces higher work-related strain and poor work results while making career growth difficult for ADHD employees. (Korhola, S.2024).

So the companies that do not support neurodivergent employees actively they which suffer from higher turnover, hampered the general performance, and leaving the untapped the strengths and also innovative the potential of all these individuals. Hence, therefore the organizations must build the supportive workplace structures and the policies to cater the explicitly to the needs of all these ADHD professionals. Since AI has become one of the tools which supports this change, so allowing workplaces to adapt in a time of rapid technological evolution with inclusiveness it weighed at the forefront. Since artificial intelligence it empowered solutions where it enhances accessibility of work, it automates mundane and routine tasks, it gives personalized support to help the employees with ADHD where it carries out their duties more confidently and efficiently. The institutional barriers it removed by the artificial intelligence which reduce any unnecessary stress where it placed on these professionals, where it allowing them to perform optimally. Like the AI task where the managers keep workers apprised of priority assignments, it decomposes complex job requirements into smaller, the digestible steps and the issue where it automatic alerts or reminders, thus for fostering a more inclusive and supportive working environment.

Artificial intelligence-based virtual assistants help ADHD workers execute their schedules while tracking essential deadlines in addition to reducing mental strain. Robotized process tools simplify repetitive operations which enable ADHD professionals to perform their most important professional duties. (Berrezueta-Guzman, et al. 2021). Machine learning programs study workers' habits after which they adapt recommendations that help staff improve their focus while eliminating interruptions to achieve highest productivity. Real time transcription services together with adaptable email assistants become AI tools that help ADHD employees process data better which results in more efficient team cooperation. (Tarabah, N. E. H.2025)

The integration of AI to assist ADHD employees fulfills the goals of sustainable development goals. Inclusive financial growth and reduced disparities combined with sustainable innovation form fundamental factors of the United Nations' Sustainable Development Goals (SDGs).

2 The purpose of The Study

This study addresses the potential of using artificial intelligence to create employment opportunities for ADHD-affected individuals and it also nourishes the other sustainable development goals. In the fast-paced and creative types of work, many organizations are neurodiversity is an asset. So the traditional workplace systems to seldom the extent enough to support for these ADHD-associated cognitive peculiarities. Without actively supporting their neurodivergent members, the organizations may lose productivity, satisfaction and also get slower career growth for their own staff.

The study of AI-based ADHD strategies for inclusion seeks to suggest how modern technology can remove work barriers in the creation of equal working conditions, where both sides benefit. Through the study of current productivity changes taking place within workplace venues, this research tries to examine how AI implementations may be adapted to focus on the particular needs of workers with ADHD.

Ignoring neurodivergent workers decreases workforce potential while also letting go of innovative solutions and methods toward problem-solving so often given by neurodivergent people. People with ADHD at work manage to work around their attention problems and impulsive inclinations toward ingenuity and the ability to intensely focus on their interests. Neurodivergent worker strengths can be put at work for business success when these strengths are supported by AI-powered solutions that improve organizational functions and task management and promote smooth communication. The research addresses operational methods for aiding employees with ADHD in managing workplace difficulties through AI software tools, including AI scheduling assistants, automated alerts, workflow algorithm improvements, and improved AI-sponsored communication solutions. Organizations maximize value from neurodivergent talent by creating such programs that nurture a truly dynamic inclusive workforce.

The ongoing research studies quite closely how artificial intelligence-powered ADHD inclusion procedures integrate with sustainable development principles. To the overall success the workers with ADHD are appropriately supported and also can flourish in their working environments, the organizations where it gains by further improving their internal structures and by giving it to each employee an optimum level of opportunity. The technology is thus seen or viewed by the research as an immensely powerful means of sustaining diversity in the workforce through retention, the job satisfaction, the work efficiency and also the long-term economic outcomes of the workers. In considering the preparation of AI for ADHD assistive technologies, the above as discussed areas, therefore it gave way to a myriad of the ethical and technological questions. This paper puts it forth the suggestions where it's addressing these concerns to highlight the need for the human-centered, the accessible and the equitable AI systems. Since thereby, it serves as an amplifier to the evolutionary track of AI systems for the effectively catering to the diverse business needs of neurodivergent workers all these it includes the opportunities for the research and the development.

3 Methodology

The issue for research is where how the methods related to the applications of artificial intelligence it can serve towards ADHD inclusive in the workplace, and in more generally toward the other sustainable development goals. Mixed methods approach, it adopts the incorporating qualitative and as well as quantitative techniques, so thereby the facilitating a thorough and also a well-rounded analysis. The research commences to begin with an extensive review of literature on ADHD workplace of the behaviour and the role that the AI technologies might play in the supporting the neurodivergent employees, which is relating these insights to the organizational strategies for the

sustainable development. So, one can state all types of sources are reviewed, either from peer-reviewed journals to the industrial reports, the government policies and the case studies and also the framework to the theoretical framework of the study which is set while looking for gaps in the literature. This study it endeavors to analyze the possible solutions that, through AI, will lie at the crossroads of the inclusion and support besides identifying workplace challenges which are faced by the individuals with ADHD.

This research is based on the mixed methodology. Where it is both qualitative and quantitative methods. Where it uses to mirror the subjectivity of the artificial intelligence to support for the ADHD in the inclusion at work. The data which were collected through the surveys and from the employees who are having ADHD, the HR practitioners and the AI developers and also the inclusion experts. Job satisfaction, prioritizing tasks, communications all are sets on time management, while as the interviews address if whether AI is being applied in truly inclusive ways. In organizations case studies of good AI practices employing ADHD workers shed light on how these tools catalyze the efficiency, engagement and the inclusion. It is based on the ethical analysis of the surveys data and also the thematic analyses of interviews and case studies, findings were also made and also the primary challenges and solutions were represented visually through the charts. So the remain ethical issues foremost in the study, it thus safeguards the data which is maintained and also the data which is used to ensure to be accessible to ignore the possible undue reliance on artificial intelligence. From specific literature, working environments, and the public voice, to the investigations submits evidence-based recommendations meant for leaders having a massed experiencing. It is stated clearly that the study organizations are to promote responsible AI- which a conditional variable with the working conditions for the individuals with ADHD for being the better and the good functionality for the organization.

So, for further support to the neurodiverse talent through modern technology it will mean retention, motivation at the workplace and extending socioeconomic development for the realization of the sustainable development goals.

4 Results

The progress rate generated in the field of ADHD in such literature review where it shows with the help of AI as a diagnostic tool and treatment option while it also considering employment for persons with ADHD. So contrarily to opposition on some fronts, AI, in the general and particularly the EEG-based the diagnostic prototypes through the machine learning, as finals attainments it has been heralded in fitting early detection, especially for the preschoolers. Some AI kit like chat gpt and Claude other than diagnostics, act as virtual consultants to assist in the cognitive regulation, in attention control and the emotional management for the individuals with ADHD. So, besides from those developments, researchers have explored the complementary treatments it includes abscises acid therapy, the nutritional supplementation and also it structured the dietary regiments where it aimed at the neuropathic systems to reduce the ADHD symptoms.

Those with ADHD face typical difficulties with organizing tasks, emotional flooding and barriers in career development, in any setup, the AI based planners, real time feeding of the information and the scheduling of the activities it stands to increase the job satisfaction, so, hence, success for many. Strengthening the need for a sustainably integrated policy, psychosocial and ecological causes such as environmental pollution and work-related stress may also have a direct impact on ADHD symptoms. Functional contextualist frameworks and brain computers interfaces, the emergence of theoretical models, it marks as a paradigm shift from pharmaceutical-only approaches toward more adaptive, holistic therapies. The research on ADHD has also gained momentum in several emerging economies, particularly in concerning the neurodiversity and AI- which enabled the inclusion at the workplace. Those findings in essence it highlights how an AI-based learning system could build just and productive environments for the individuals with ADHD and also further the agenda for any larger sustainable development goal.

Results

Table 1: Table of Reviewed Literature on ADHD Support Strategies and Workplace Inclusion

No.	Year	Authors	Title	Summary
1	2024	Jonnathan Berrezueta-Guzmán, Mohanad Kandil, Maria-Luisa Martín-Ruiz, Iván Paude-la-Cruz, Stephan Krusche	Exploring the Efficacy of Robotic Assistants with ChatGPT and Claude in ADHD Therapy	The research examines the effectiveness of employing AI chatbots ChatGPT and Claude as robotic advisers for ADHD therapy. These AI-powered robotic support systems help ADHD patients achieve time-sensitive interaction together with families who require the extra support to help strengthen the cognitive facets that guide the behavior. The AI chatbots it represents one tool which is capable of bolstering executive functions with the areas of attention management, the emotional regulation and the task organization. It studies the leverages of a strong experimental design where it compares the traditional therapies with those modeled of AI based support. So, this approaches it sims to show the overview of AI-assisted methods of complementing the conventional approaches to bring the superior results. It attempts to proposed work to pioneer the realm of the AI-powered of the mental health tools and build the better treatment solutions customs for the ADHD user needs.

2	2024	María Meseguer-Beltrán, Sandra Sánchez-Sarasúa, Nóra Kerekes, Marc Landry, M. Real-López, Ana María Sánchez-Pérez	Abscisic Acid rescues behavior in adult female mice in ADHD model	Research examines how adult female mammal experiments demonstrate Abscisic Acid (ABA)', as a treatment to lessen ADHD symptoms and their related cognitive deficits and behavioral dysfunctions. ADHD symptoms since ABA teaches attention and cognition and diminishes hyperactivity behaviors was investigated for its possible link. Themmatization relating with ABA with an ADHD treatment it entails the focus on behavioral and the neurobiological signs. So, this reviewed research will deliver the information on the novel ADHD that cures targeted to neuroinflammation. So, thereby providing patients with superior control over cognitive and behavioral habits.
3	2024	Warren Woodrich Pettine, Angela Tseng, Amy Yang, Anna R. Docherty, A. David Redish, John D. Murray, Suma Jacob	Attention and learning strategies reveal distinct profiles of psychiatric traits	The researchers examined 744 participants at session one and 584 participants at session two that took place four to six weeks later. Research demonstrated how people with ADHD traits use distinct attention methods that differentiate them from typical adults and hence give a base for involvement modification.
4	2024	Rehab El-Sayed, Eman Alamri, Mohamed A. Elsayed, Ohod Salem Alshehri, Afnan E. Altawil, Sawzan A. Zaitone	Role of vitamins and nutrients in the management of attention-deficit hyperactivity disorder (ADHD): a narrative review	This particular article focusses at the nutrition patterns and also their relationships with the ADHD, where its emphasis on the deficiencies of iron, zinc, magnesium and also vitamin D. It explores the diet and also the nutrition which could help in the expression or the mitigation of ADHD symptoms. Therefore, the results convey a hopeful tone

				regarding possible effects of nutritional changes, so this review stresses that such approaches remain obscure, untested and also warrant further the attention before these, which can be considered reliable or established treatment options.
5	2024	Junbin Tian, Fang Yang, Ying Wang, Li Wang, Ning Wang, Yi Jiang, Li Yang	Atypical Biological Motion Perception in Children with Attention Deficit Hyperactivity Disorder: Local Motion and Global Configuration Processing	It examined the perception of natural motion among children with ADHD and studied their ability in localized and global analysis. Sustained attentional effort and enlightenment gained reasoning were correlated with the perceiving ability.
6	2024	Ignasi Navarro Sória, Juan Ramón Rico-Juan, Rocío Juárez-Ruiz de Mier, Rocío Lavigne-Cerván	Prediction of attention deficit hyperactivity disorder based on explainable artificial intelligence	This research is used in a ML model for predicting ADHD cases from a sample of 694 individual subjects by WISC-IV scores and social characteristics. The best precision was in the case of Random Forest, which gave 90% correct cases as a prediction for ADHD diagnosis. This study demonstrates the potentiality of AI for clinical decision-making in ADHD diagnoses.

7	2024	I-Chun Chen, C.S. Chang, Meng-Han Chang, Li-Wei Ko	Developing a reliable and practical multi-domain model to facilitate the diagnosis of ADHD in older preschool children	A study that integrates machine learning, EEG recordings, and psychological assessment tools to improve ADHD diagnosis in preschoolers. The model achieved 97.4% accuracy fitted with a group of 78 kids. These endorse AI-based diagnostics. Tools for ADHD detection in early childhood.
8	2024	George Horne, Benjamin T. Sharpe	A Functional Contextualist Process Model of ADHD	A potential model for ADHD is presented in the function of analysis which examines the interpersonal processes supporting ADHD symptoms, thereby attracting consideration to historical forces and other than modern pharmaceutical ways to solve these problems. This model presents the opinion that ADH activity rapidly shifts from one task to the next and may be regulated logically with non-pharmacologic approaches.

9	2024	Yu-Dong Shan, Zhifang Yu, Gang Lv, Yan-Shen Shan, Baodong Li, Jinmin Zhao, Xiaoming Li, Weijuan Gao, Li-Min Zhang	Activation of the Hippocampal CA1 Astrocyte Gq and Gi G Protein-Coupled Receptors Exerts a Protective Effect Against ADHD	The model of this study set out to explore how the selective stimulation of specific unusual receptors situated within the hippocampus reduces some of these signs related to ADHD. Animal study results showed that astroglia plastic surgery might aid in reducing impulsivity and, thereby, reducing cognitive capacity insufficiency, which the animal models exhibiting Parkinsonian impulsivity recorded as evidence of memory. The explanation suggests that astrocyte therapy could be a valid method for treating ADHD.
10	2024	Elisa Roberti, Antonio Clavenna, Eleonora Basso, Carmela Bravaccio, Maria Pia Riccio, M. Pincherle, Maddalena Duca, Cristina Giordani, Francesca Scarpellini, Rita Campi, Michele Giardino, Michele Zanetti, Valeria Tessarollo, Ilaria Costantino, Maurizio Bonati	The Transition from Adolescence to Adulthood Mental Health Services for Young People with ADHD in Italy	This study throws light on how adolescents change to adult healthcare services for ADHD patients in Italy. The conducted which by means of interviews and several clinical questionnaires, finds that 22% of the adolescents were actually successfully transferred to adult benefits. So, separation from services arises, basically because of lack of trained transition care services.

11	2024	Sabbir Ahmed Chowdhury	Developing a Sustainable Education Protocol for Children with ADHD in the Context of Developing Countries.	The Strategies-Support Services-Collaboration model must include such elements as early intervention, reasonable academic adjustments, teacher training, and a strong community support system. The research has shown that the development of working methods in education is a condition for other children with ADHD to achieve equal learning opportunities.
12	2016	Luisa T. Livingstone, William L. Coventry, Robin P. Corley, et al.	Does the Environment Have an Enduring Effect on ADHD? A Longitudinal Study of Monozygotic Twin Differences	Australia, the U.S., and Scandinavia in order to understand the environmental effects on Attention Deficit Hyperactivity Disorder (ADHD). Using the Trait-State-Occasion model, up to that finding it is stable environmental factors considerably contribute to the symptoms of ADHD. Globally, sustainable actions aimed at these factors may best diminish the chances and cases of ADHD in affected children.

13	2025	Aswin Kollamkandipally ali, Sisira Kizhalath, Gangadharan Ragesh	Trends and Growth in ADHD Research: A Bibliometric Analysis of Indian Literature Indexed in Scopus	The bibliography study discloses the evolution of ADHD research in India through the analysis of 721 publications in Scopus. And the bibliometric methods, such as Bradford's and Lotka's Laws, have been applied to extract data on key institutions, authors, and research themes. So far in India, it shows that been able in providing more to research, mostly in that area. So, engaging work on ADHD and work productivity, it seems that NIMHANS is the most productive institute.
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Table 1: Table of Reviewed Literature on ADHD Support Strategies and Workplace Inclusion

5 Discussion

The overview of the above studies it suggests that the artificial intelligence is fast and emerging as a strong tool for ADHD research and support. The chatbots like the ChatGPT and the Claude are utilize to assist the individuals in managing focus, the emotional regulation and also the task organization while as the advance artificial intelligence and ML models, like the EEG especially which is based tools, have proven their luster in early diagnosis, boasting up to 97% accuracy in the preschool children. Along with biological and nutritional approaches, the AI buss together with biological and nutritional approaches, it brought about some interest with research showing experimentally that abscisic acid it reduces hyperactivity, like the iron, zinc, magnesium, and the vitamin D deficiency which may be linked with ADHD symptoms. So, the other studies, it points towards the stimulation on the hippocampus receptors inhibiting the impulsiveness as the other new avenue for therapy.

The support for the cognitive-behavioral models other than biologically which is based on drugs it indicates that the persons with ADHD experience the different learning and attention strategies and the need to the adaptive behavioral management programs. Further unique one finds the differences in motion perception and also attention processing in the study of the children, whereas systematic gaps in health and the education it persist, for instance, in Italy the transition of 22% of adolescents into the adult ADHD services was successfully accomplished, so in the developing countries the protocols for the sustainable education, teacher training and community support which remain at very embryonic levels. The environmental factors play a fundamental role, stable environments for being shown to moderate ADHD symptoms, while bibliometric suggest an increasing to focus on the ADHD research in emerging economics like India.

So, these observations it tends to indicate that the ADHD where it requires a more comprehensive treatment plan. Another alternative innovative options could involve the diagnosis and the workplace support, nutrition and biological study would contribute to the management. The adaptive behavioral paradigm would take the older route-where a more parochial way of saying the treatment based. So, in order to really harness some of the positive inclusivity for the individuals suffering from ADHD, the healthcare, the educational and the organizational systems will also need to adjust in a way to give fully fair

sustainable, holistic and pertinent inclusion thereto.

Limitations of the Study:

- Individual variable considerations- ADHD disorder symptoms it varies greatly between two or even more individuals. So, therefore, AI or institutional intervention may also work well only for a certain group.
- Emerging evidence- Mostly the research it cannot be directly applied to the humans, especially like nutrition, abscisic acid and the brain model studies, since they are all the experimental or animal trial stages.
- Ethical and technical problems with AI- There are quiet risk of algorithmic bias, data privacy concerns and also over reliance on the automated systems that may limit the inclusivity and the trust.
- Limited lengthy studies- Majority of the studies are short and also specific to the situations, so, consequently, the insufficient attestations exist on the long-term impact of these interventions in the management of ADHD.

6 Conclusion

This study, it then shows that there seems to be an interrelationship between the artificial intelligence and the ADHD consideration in the workplace which is under the sustainable development. Hence, AI gives answers to the issues that the neurodivergent employees it undergoes so far that as time management, concentration and also emotion regulation, offers alternatives for the cognitive assistance, automating the boring tasks and also designing workflows that are adaptable to the individual needs. Therefore, these factors reduce the cognitive load while establishing fair and equitable work environments in which the inclusiveness is encouraged.

Artificial intelligence systems must be developed with the transparency and explainability, to ensure there is extreme high standard of the privacy. At the same time, it should also work directly with the inputs of the neurodivergent people because, so that the systems remain affordable and inclusive. So, embedding this support system within the organization it requires a culture that considers training for the managers and the HR staff so that they understand neurodiversity and are also prepared to support it meaningfully. Hence flexible policies and accommodations must transcend the technical domain. In most practices, periodic audits should also be conducted on the AI systems to identify any bias and also protect the systems against it. To guarantee the efficiency as time pass. All together the developers, mental health professions, policymakers and organizational leaders their solution can be ethically sound and legitimately impactful. So, the real change must also start rooting for a culture of empathy and awareness which is supported by continuing research into complex aware AI tools and longitudinal studies that assess its impacts on the employee wellbeing and the organizational development.

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