

# Skye Rapson: What is ADHD coaching?

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## SPEAKERS

Skye Rapson, Katy Weber

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Katy Weber 00:00

they do like to start out asking a little bit more about when you were diagnosed. I know you were diagnosed at the beginning of your doctorate. Correct?



Skye Rapson 00:10

Yeah, yeah. Very strange time.



Katy Weber 00:13

Yeah. So what were some of the signs that you know, some of the pieces you put together to before your diagnosis and kind of walk me through how you how and when you were diagnosed?



Skye Rapson 00:25

Yeah, so basically, I, I didn't know, I would consider myself to be one of those people who had ADHD and overcompensated as a result, you know, so I was like, working a lot on the weekends working like extra, just assuming this is kind of how it was. And then what happened actually was I was struggling a lot with my editing, and my grandma, just kind of trying to get that piece done. And because of that, and I knew, you know, my family had a bit of a history of dyslexia, or they thought they did. So I thought, Okay, well, I'll go to the Inclusive Learning Center at the beginning of my doctorate and just see if I have dyslexia that would be very helpful to not. And I did go, and they tested me for everything. Because a big process, it took multiple days. And they came out and they said, Look, we don't we can't conclusively say whether you have dyslexia, but we do know, you definitely have ADHD. And that's how I found out about anything to do with the idea that I might have ADHD. So it was it was a real surprise be given that I literally just started my doctorate a month ago. And I was just at the beginning stages of that to then have a diagnosis and have to work through that was kind of



Katy Weber 01:36

interesting. Yeah, I don't often hear about suspecting dyslexia at an older age, you know, usually dyslexia is one of the one of the accommodations that women will get as children. So was there any mention of dyslexia when you were a kid?



Skye Rapson 01:56

No, I think, and I still don't know, I never got tested officially for dyslexia. I ended up just getting tested for ADHD. But I think it was because I was I was writing really fast, and I was missing things. And so that, from what I was told, by the person who did the testing, that was kind of what was coming up as potentially being dyslexia was more like, just kind of missing. The, you know, those in the last 5% last time designed with ADHD was kind of where it was coming through that my grandma was not totally up to scratch. And now, you know, I work with editors, and that's amazing.



Katy Weber 02:34

Yeah, I know, right. I was actually a copy editor for many years. And it boggles my mind to now to think about being a copy editor with ADHD. I mean, it doesn't surprise me. But, you know, I miss words in my sentences all the time, and I go over them. I will reread something five times. And still on the sixth time, I'll still find a new error every time.



Skye Rapson 02:58

Yeah. Yeah. You guys are raising copy. I have such respect.



Katy Weber 03:05

So when so when it was suggested to you that you had ADHD? Were you like that makes sense? Or were you like, I'm not hyperactive? Or what was your response? When you first it was first. Like that



Skye Rapson 03:14

makes sense. I was definitely that on the that makes sense. Train. I just didn't really know, you know, about ADHD, I mean, knew about it. But I'd always been taught about it. I had a background in psychology, sociology, and so I knew about it in terms of children. And adult ADHD was something I had not had as much research into. And so when I yeah, when I looked into it, I was like, Oh, great. I exist. I didn't realize I was I watched all the videos and, and spent like the first you know, month, just hyper focusing on ADHD and everything I can. Yeah, it made a lot of sense.



Katy Weber 03:49

Yeah, absolutely. And so with this new lens, when you look back at your life growing up, what are some of those moments in your past where you think, Oh, the signs were there all along?

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Skye Rapson 04:04

Yeah, this is an interesting one. Honestly, I think it's because so if you look at my history, with, you know, because I'm obviously doing a doctorate now. And you know, it feels like yep, that's a straight path. But in reality, it was like an undergraduate in psychology, a postgraduate in sociology, a postgraduate certificate in public health, and then going to population health. So I was very, like, I'm going to be like, what I was going to be when I grew up, sort of that concept, I was always learning different things. And I get to the end of a degree or the end of a certificate. And I'd be like, it would be like, okay, cool. Now that you have this skill set, it's time to get a job in this area, and really settle down and focus on one thing that like, that sounds good, except for the part where I really want to learn sociology. And so that was kind of my like, hopping backwards and forwards within the academic system, which now I'm so grateful for, because as an entrepreneur, it's been really, really helpful to have that spectrum of understanding. But at the time, it was a bit like, Okay, this is unusual.



Katy Weber 05:06

Yeah. Tell me more about population health. What exactly is that specialty.

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Skye Rapson 05:12

So Population Health is kind of a generalized focus on health in populations, if that makes sense. So it's essentially looking at people's health it can be, it doesn't have to just be physical health, it can also be like mental health, social health, community standards, etc. And then just looking at them across a very broad spectrum. So looking at kind of the macro level, as well as the individual, whereas psychology focuses more on the the individual.



Katy Weber 05:42

Yeah, I definitely relate to this idea of being a chronic learner, you know, and it's funny because I, I, yeah, if I could just spend all the, you know, the rest of my life, like, if I could get paid for like, taking new courses and taking new certifications, that would be my dream job. Because it's really I mean, it's all I do I just have much money and learn new take new course. But it's interesting. I'm curious, like with this pandemic, I mean, it's, do you feel like there has been a proliferation of ADHD diagnoses? With everything that led me we're going through such this mental health? What do you want to call it like breakdown? I mean, you know, when you talk about, like, wives, the widespread trauma of the pandemic and locked down? Do you feel like there's a connection there between the COVID and the ADHD diagnoses? Especially in women?

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Skye Rapson 06:44

Yeah, it's interesting. So what I hear a lot from the woman that we coach, we coach men and women, but when especially women come through and tell me that it's something that happened, something happened in their lives, that just meant that it was too much, you know, they could handle it when it was just a job, or they could handle it when it was this and that, but then now they have kids, or, and the pandemic is kind of an addition of that, you know, I had a system, and it was okay. And, you know, it was a struggle, but I was doing it, and then the pandemic hit, and that executive functioning struggle of how am I gonna

manage this the pandemic, I'm struggling as it is just kind of was the reason that a lot of people said that they went and tried to figure out, okay, what is going on, if that makes sense? So I think it's providing that, that that moment for people where they're like, I need to figure this out, and I do fix up now.



Katy Weber 07:36

Yeah, absolutely. I've talked about that with a lot of guests. And that was certainly my experience. Because I was diagnosed in 2020, which was like, I, my life felt like a house of cards. And I was just keeping everything together. And then with lockdown, it was just too much. And everything just blew off the table. And I felt like I am exactly. And again, like I feel like that experience has been quite common. Yeah. And so it's been interesting to sort of see it from different age groups to like, you know, for me, I first started, I have the hormonal element of like perimenopause, and trying to figure out how that fits into all of this as well. And so it's been interesting talking to people of different age groups, who all have been recently diagnosed. Kind of what? What triggered it Yeah, like you said, I feel like we all kind of got to these points in our lives where we were holding it, just barely holding it together. I mean, I talk about that with my son, like, with my kids about this idea of like, you know, when you're this cup, and you can get jostled, if you are half full with water, it doesn't really matter, you can get jostled a bit, and it's totally fine. But when the water is up to the very, very top, every time you get jostled, it overflows, like, yeah, I use that analogy to talk about, like, how quickly I can go from zero to rage, you know, in moments in like moments like this, where it's just feels like all of us are at our capacity and have been for such a long period of time now that it's like, when is the dam going to break?



Skye Rapson 09:17

Yeah, and that's such a great metaphor. And, and I think that, that is pretty much what's happening. I mean, I think even you know, amongst people who identify as neurotypical, that's what we're seeing, you know, with mental health, you know, people are focusing on that as well. So I think a lot of people are getting to this point with COVID going, Okay, I can't handle this, I need support. Whereas before, they might have sort of managed to handle it. I mean, one of the other times often where clients will come to us is when they have kids as well. So, when they've had a couple of kids and you know, they're like, Okay, now now I can't do the executive functioning. So me was okay the executive functioning for my family and then having that expectation. I'm going to be able to handle that amount of executive functioning. It's just it's too much at this point.



Katy Weber 10:05

Oh, I know. Right. And I think a lot of us used the relied on the outside world to help us like clean our homes. And so that was like a big deal for me when nobody is coming over to my house anymore. And I didn't have any help. You know, I had a really hard time motivating myself to keep the house clean, because nobody was coming. And I was like, you know, you realize how much that public persona of a clean house motivates already of us? Like, oh, I can't get anything done. Yeah. So interesting. Oh, my goodness. Now, how when did you decide to start unconventional organization? Because that was in 2020. Right?



Skye Rapson 10:46

Yeah. So it was a bit of a slow start for me, because I didn't really what essentially what happened was

once I got diagnosed, because I've been doing this PhD for a number of years now as you do, and, and so when I first got diagnosed, I'd learned about it for myself. And I thought, well, this is great. And then what happened was, I have a tendency, and this is something that I think, was why I ended up in this coaching space, is I've worked in adult education for many years, about six years or so, you know, teaching and tutoring in different courses, statistics, psychology, like many, many different subjects, really loved working with adults. And part of that, you know, the PhD was okay, I'm not going to do that anymore. But I still really like to do it. So what I ended up doing was I was running in a thesis writing course, with colleagues. And so I sort of went, Oh, I have ADHD. And I spoke to personally Inclusive Learning Center and said, Do you have support for postgraduate students who are who also have neurodiversity? I'd really like to sort of run that I had experience in various different areas. And so and I wanted to know it as well, I wanted to talk to them and connect, because I felt like there wasn't that connection. So. So I ran one of those for a while and met with people and learn more about other people's experiences of ADHD. And then from there, I actually had a friend who was a teacher who said, Oh, you should you should do this at school. Like we really need this. So So I started going working in schools and sort of helping them with their ADHD students, talking to them about strategies, because obviously, at the same time, I was doing lots and lots of research and writing an academic, so I can't help myself. And so and so at that point, I was working in schools, and then the pandemic hit. And then like, obviously, I couldn't do any of these things. I couldn't go to university, I couldn't do anything. I'm in New Zealand, I have coaches in Australia and the U. S, but in New Zealand, we went to level four lockdown. So it was just everything was not an option. What that meant at the time, was that okay, that's it. I'm not doing anything but. And this is where the ADHD comes in. You know, I really love doing this. I really loved connecting with people. And I sort of went back to the drawing board of like, well, what can I do to help you? No, and I sort of looked around and started writing online articles and researching them and having the research be in the articles and incidents doing okay, well, I can work with individuals with ADHD adults, I have lots of experience working with ADHD, with adults in general. And, and so yeah, I started coaching from there, and I haven't looked back, it's great. It's a perfect combination of everything. And it's been awesome.



Katy Weber 13:28

Yeah, absolutely. I had never really made that connection until the lockdown. In terms of just how much I craved connection in terms of one on one conversation. Yeah, until it was taken away from me. And that's basically why I started the PUC. Because, yes, I'm lonely. And I want to find out if there's other people out there who are having the same experience as me. And yeah, but it wasn't, I mean, now, it's only through the podcasts and all and the feedback from people who are listening to these conversations, it's only through that, that I realized how much of our own kind of management of our ADHD relies on connection and community and sharing our experiences and sharing and listening to shared experiences. Because just simply saying, I have ADHD, like, it's so difficult to articulate what that means, especially as adult women, and so different from so many people's assumptions. And so it just like sorting through and parsing through all of the ways of these seemingly random elements in our life that all come back to this diagnosis is just, it's profound. It's amazing.



Skye Rapson 14:46

Yeah, exactly. And that's why I love working on the internet, essentially, because I do get to do things like write articles and have them you know, in academia, you write an article and then maybe a couple of people, you know, in this space, it's like I can do research into things that people really want to know about, like, you know, rejection sensitivity, parenting with ADHD, I can find the research, I can write it into an article with some strategies and then people I get so much feedback and connection from that it's just a real support for me as well as an ADHD academic to keep going and keep doing that research. Then you



Katy Weber 16:41

offer individual coaching and also group coaching, correct?



Skye Rapson 16:44

Yeah, so we do. Yeah, we also one on one coaching, I have two other coaches who also have ADHD themselves. And then we offer group coaching, which we're actually in the process of transferring into a do it yourself format. So I've done the videos for it, and people will be able to actually go ahead and just click on and download the videos so that they can kind of do it in their own time zone, because the group coaching was good. But covering with everyone's time zones was definitely interesting.



Katy Weber 17:14

Yeah, I'm sure it was, because yeah, you did everything is entirely online. So it is available to anyone in the world, right? Yeah. Yeah,



Skye Rapson 17:22

we work with people from all over the world.



Katy Weber 17:24

And then in terms of coaching, I mean, I talk about this a lot with my guests, because, you know, one of the biggest hits, like epiphanies I had with my own diagnosis was how important it is to bring in help, you know, like, I think that we tend to have this default of like, What is wrong with me, I'm a terrible person, and then we just kind of curl up in the fetal position. And I mean, for, it's been so important for me, and for so many of the people I've interviewed, you know, just to sort of change that narrative and be like, there's nothing wrong with me, I just have to figure out like, this isn't working for me. So I have to figure out what to, you know, what do I need to do that? will make this work for me. Right. And so what with ADHD coaching, I mean, I think it is so imperative, but it's also, I think, really difficult. For, I think it's especially difficult for somebody with ADHD to ask for that help, and to get, you know, to find the resources or the motivation to even get coaching in the first place. So I'm like, let's talk about like, what even is a th D coaching? Like, what are you? What are you getting to the heart of when you're coaching?



Skye Rapson 18:43

That's a really, really good question. I'm glad you asked that. Because for a lot of people, it is kind of this mystical couldn't you got behind and you come out executive function, and people don't really know what happens. And then it can be very different, you know, so I can only speak for our organization and what we do. So what we do is, first of all, I totally understand what you mean about how hard it is, it's one of the reasons why if you go on to our website, you can actually book immediately in your timezone for a 20 minute consultation, and then I sit with you if you want to book for another thing. So we don't do emails back and forth. Because that can be really hard to do. But what ADHD coaching is, is for us, it's essentially

going okay, who are you? So we go through it through a sort of survey of going, Okay, you're an adult with ADHD, you have a lot of systems already, but what areas you particularly struggling with, so we'll go through about 25 different areas, people tend to struggle with and say, Okay, you're about the three or four here and you're a five year so we'll focus on those fives first, and we turn those into some smart goals, essentially. And that will become sort of your long term goals that we're focusing on as we go through your coaching so you have something that you know, that you're sort of working on. So when people ask me, like, how do you know it's working, it's like, well, if you wanted to work on morning routines, then hopefully in a month, your morning routines would be better and you'll get up, and that's how you know it's working. But then what we do is we go, everyone with ADHD is different. So there's no one size fits all. But we'll tell you about the research behind it. So we might say, Okay, you're struggling with your morning routine, often this can have to do with dopamine. It can have to do with time blindness, working memory, he has some of the research behind how people with ADHD struggle with these things. Specifically, he has some ideas in general, for what works for people with this particular issue. And then how is that going to fit with your life. And that's where we get into the real sort of nitty gritty of it. Or I say, tell me what you do in the morning, don't hold back, tell me everything, that's fine, those transitions, but add that dopamine that you need, and then come back in a week or two, and we can test it. So you can say, Okay, this worked really amazing. This didn't work at all, we adjusted until it for two perfectly. And we sort of take you through that process for everything that you're struggling with, and provide you with that structure. But also that flexibility because it can't be this is an amazing routine. And then I had a bad day. And now I have a routine needs to be what I call crunchy it needs to focus and be able to shift with you and with your ADHD.



Katy Weber 21:12

And yeah, I really like how explicit your website is to. Or not, I mean, just in terms of like, it's very detail oriented in terms of like what you're getting and what is going to happen next. And I feel like like I really now I really appreciate being told in great detail, like what steps are happening because, you know, there's like that example of like having to read a recipe. And like going back over and over. It doesn't matter how many times you read the five steps you get through step one, and then you have to go back and read step two, like you can't retain all five steps. And and so I feel like that happens a lot when it comes to habit forming, right, where you're sort of you pinpoint these ideas. And we can't like hold on to those strategies for very long. And so yeah, I've read atomic habits like I've tried, you know, I feel like I've I've have made it my life's goal to figure out how to bring new productive habits into my life. And I just lose them so quickly. Like they just I feel like we are such sieves so much somebody.



Skye Rapson 22:26

Yeah. Yeah, no, definitely. And that's why it can be so good. coming back week to week, I always say to people with ADHD, when I'm doing group coaching or individual coaching, there's a there's an experimentation phase, and then there's a troubleshooting phase. So we're not just going to give you a thing and say, Here's your new routine, congratulations, good luck and believe you, you know, it's about going here's what might work, experiment with it, you know, break some break some things like tell me what didn't work. And then next week, we come and we troubleshoot that. And that's a good thing. And part of it as well as because we all have ADHD. So all the coaches have ADHD as well. So we get it and a lot of it can also be about sort of being okay, I can't brush my teeth in the morning. I forget all the time. That's sometimes something that we hear from clients for example, and and saying that's totally fine. That can be difficult to remember that can be difficult to have the dopamine for it certain times of the day. And so it also has that feeling of like, we understand what it's like to have ADHD on like a personal level, if that makes sense.



Katy Weber 23:34

Oh, yeah. How did you find the other two coaches? Yeah, it was really good. I



Skye Rapson 25:44

put out an advert I think on, on maybe on Facebook, I put it on more official channels as well. But it was hard to sort of say, you know, ideally, someone with ADHD who has experience in these areas, so I ended up hiring two really amazing coaches. One of them's from the US, and she has a degree in sociology. And she's worked in sort of community health, social work that area, and then another one's from Australia, and she has actually got a therapy degree as well. And so she has a lot of experience working with people, as well as ADHD. So what I did was I sort of put them through a two month training process in our system, specifically, going through all the different research in different areas that we tend to work on are getting in focus routine, that kind of thing. And then from there, they worked with trainee coaches, who said, Yep, these people are amazing. And that's how they ended



Katy Weber 26:36

up with us. Cool. And do you is your doctorate isn't? Are you studying ADHD for your doctorate? Or what's your specialty?



Skye Rapson 26:44

No, my doctorate isn't an ADHD, often people assume it is. But because I actually got diagnosed, once I'd already chosen my field. Unfortunately, I wasn't able to do my doctorate in ADHD. So my doctorates in how parents experience economic satisfaction. So it's sort of still in that social space of parenting. And yeah, that's kind of what I'm focusing on my doctorate.



Katy Weber 27:09

Interesting, and it's keeping your dopamine, or are you keeping your interest? Um,



Skye Rapson 27:15

it's it's definitely a struggle, sometimes. But I use a lot of the systems that I learned that I teach as well. So I sometimes I'll come back to my coaching session and be like, Yeah, we implement that. Like our lives.



Katy Weber 27:31

Yes, it's a coach, we definitely do that. I definitely do that a lot. Where I'm like, note to self follow own advice. Cool. So now, what would you say you love most about your own ADHD?





Skye Rapson 27:45

Oh, I think the thing I love most about my ADHD is probably my creative problem solving. So the fact that, you know, I've been in a lot of not sticky situations, but just tricky things. You know, there's COVID, there's a pandemic, what do I do, there's a problem with my research, you know, sometimes it's hard to really understand it, or Todd to get a grip on what's going on, or a client has a really tricky problem where they are struggling with like working memory, but they work in an environment that's particularly difficult to get any strategies in place, that kind of thing. So I really appreciate having, you know, that ability to kind of think outside the box that we do have to be able to go, actually, no, I do have an answer for that. And if I don't, my partner has ADHD as well. So I'll talk to him about my research and that kind of thing. And he'll be like, Oh, you could try this. So I really appreciate that ability to think outside the box because it becomes so important. As you know, what I do.



Katy Weber 28:48

Now, was your partner diagnosed as a child or in adulthood?



Skye Rapson 28:52

adulthood? Yeah, with at with a DD not ADHD? Yeah.



Katy Weber 28:57

Okay. But they're basically the same thing. Right. I mean,



Skye Rapson 29:00

yeah. So it's, it's more of a distractibility, whereas I would have more of this sort of driven by a motor sort of expressive version of ADHD.



Katy Weber 29:10

Gotcha. And it's looking now since your diagnosis, do you look back at your own relatives, your family and wonder who else has it?



Skye Rapson 29:22

Yes, you definitely. Yep. Yeah, no, there's definitely a lot of family stories that you look back on and you go like, Oh, yeah, no, that tracks that makes sense. It's coming down this line in the family. But you know, you don't you don't announce it, or at least you do sometimes, but like, people don't take or so yeah, I definitely have had that thought. But no one no one in my family has officially been diagnosed.



Katy Weber 29:47



Yeah. When did you come out to your parents? Yes. Surprised or what was the reaction?



Skye Rapson 29:56

Um, yeah, not surprised. I think more confused about how ADHD like, how can you have ADHD we don't have it. Sort of like I think there's a thing that comes along where it's just like, oh, this is just what our family is like, if that makes sense, like a family trait. And then when you look at it, you're like, oh, that family trait might be ADHD.



Katy Weber 30:21

Yeah, I explained it to my children, like being left handed, you know, as very similar to that sort of neuro type. Or I'm like, imagine, you know, what it must have been like to be left handed, and there were no scissors or the desk didn't work, or people kept giving you things in your right hand and being like, you know, wondering why you couldn't write properly. Exactly. That's how I try to explain it to my kids. But then I also know that there is another element to ADHD of sort of, you know, it's one thing to be, have this genetic, kind of neuro type. But then another thing in terms of how the symptoms manifest based on what traumas you've had in your life, you know, and what has sort of led you in adulthood to having, like you said, like, we talked about, like, feeling like you have this house of cards, and then what other outside environmental elements have brought you to where you are, in terms of your ADHD, and that's what that's where we're all just like, all over the map in terms of how we've, how we've dealt with it. And it's been interesting, because I've, I feel like there has been like, sort of a subset of women that I've interviewed who were diagnosed with a learning disability as children like dyslexia, dysgraphia, where they received a lot of accommodations. And so they actually had a much better academic experience than some of us like myself, who basically were like, I got D's or A's, you know, based on whether a topic interests me, uh, nobody thought maybe I had a learning disorder, they were just sort of like, well, you need to be more consistent, and all these things that they say to me, but I kind of like gave up on academics as a result, because I figured I'm just stupid and lazy. So it's been interesting to kind of thing, you know, to talk to various women in terms of like, what we're way even if we weren't diagnosed, what were some of the accommodations that came into our lives at different times?



Skye Rapson 32:17

Yeah, no, I think that's a really great and interesting thing to chat about. I was just thinking through accommodations. I don't necessarily think I had any, but I think what happened was because my parents were neurodiverse, if that makes sense, even if, I mean, no one's diagnosed yet, so potentially, but they definitely understood how I worked more, if that makes sense. So I feel like I got support around like, this is a problem. This is how you solve it. This is kind of executive functioning. And also, you know, just help, a lot of extra help. I think when I was younger, just in general, that definitely sort of set me on the path of being, you know, doing more academics and actually enjoying it. But like I say, the game in that very, like everyone works, right, like, surely, like everyone's doing this narrow, just saying they're not because that's that's my experience is like a lot of a lot of things going on under the surface, which I think is very common with people who are who are doing academics are doing lots of study with ADHD is that like, you know, the duck on the water? Surface? You've got the the feet going?



Katy Weber 33:25

Oh, yeah, absolutely. Yeah. I know, I was trying to explain to somebody about like, even just copy editing, right? Like how, you know, I would have to read an article maybe like five times, because I have to read it once for grammar, and then I have to read it a second time for spelling and, and then another time for factual, you know, checking. And so it was like, I couldn't do everything all at once. I had to, like choose what I was reading for each time. Yeah, again, it was sort of like so one, you know, a neurotypical copy editor might just read it once. Whereas I have to go back and read it over and over and over again, for the same reason. So yeah, the duck metaphor is great. And then also, like I was thinking about highlighting chapters when I was in university, you know, where it was, like, I couldn't prioritize what was important information and what wasn't important information when I was reading a chapter. So I would start highlighting, and I would just highlight the entire page, and then all the pages were like, What am I gonna do with this?

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Skye Rapson 34:27

Now that searcher and I think in some ways, because I started with psychology and university that really, really helped, because psychology, what they started was teaching you how to learn, like how to remember a lot of neuroscience and I'd studied neuroscience right into postgraduate study, because it's really interesting learning about the brain, I don't know. And so learning about how we memorize and how we learn even if it wasn't specifically focused on ADHD. I definitely took a lot from that and that helped me as I as I went on as well.



Katy Weber 35:00

Yeah, interesting. Now the term ADHD is so problematic for so many of us, especially the hyperactivity part or the deficit part of the disorder part. I mean, where do you even start with that? I find that acronym can be really so I find, you know, there's just so many problematic elements to it. So I like to ask my guests if there was a, if you could rename ADHD to something else, would you call it something else?

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Skye Rapson 35:28

Yeah, I thought about this question, actually. And I think it's, I think I wouldn't be able to answer for other people. Because like I said, it's very different for everybody. I think we all have our own term. But for me, at least, my experience has been like, what's next?



35:43

That's cool.

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Skye Rapson 35:47

Because that, that experience of being driven by a motor is very much my, you know, like, oh, great, I'm studying what's next? What are we adding to this? What's coming up? Like, you know, we're doing, you know, coaching, can we add more people? Like, you know, there's a lot of like, that drive that I think, until I found entrepreneurship was kind of didn't really have a place to go, if that makes sense. So so I definitely appreciate it now, but yeah, definitely. That's how I would describe it for myself.



Katy Weber 36:16

Yeah. No, I love that, that just sort of chomping at the bit mentality to like, and and, you know, that was a connection I never really made in terms of the hyperactivity element, you know, which was like, I never thought that I was physically hyperactive. But when you talk about, like, the impulsivity and the need to keep moving and and all of the that compulsion element of hyperactivity, I don't think I've interviewed anyone who hadn't didn't have that to some degree. Yeah, exactly. I like what's next? That's a good one. I haven't heard anything like that before.



Skye Rapson 36:50

Yeah. Oh, that's interesting. Yeah, I think it's also good, because now I know that that's what's happening. And it's not just like, well, this just wasn't my dream career. So I guess we're going over here now, you know, constantly and thinking, like, why am I doing this? It's also good to know because burnout, because that's kind of the other side of it. It's like I What's next, at least in the past, what's next my way to just completely not having the energy to do anything now?



Katy Weber 37:16

Yeah, or just also I like to think of it as like recharging. You know, those moments in my life where I used to think, Oh, why are you so lazy? Why can't you get off the couch? What do you you know, what is wrong with you? Now, I realize that, you know, I need a lot of time to recharge, because I just spent 12 hours hyper focusing on some, you know, acknowledge that connection between, you know, the hyper manic energy that I would put into things and then I would need to I would need to recharge and instead I would think, why can I have that hyper manic energy all the time what is wrong with me that I need to lie down now. So yeah, that reframing is so so important. Definitely. So even though you are based in you're based in Auckland, right? But you guys, you coach, anyone in any time zone and it's all online, which is awesome. I love your, like I said, I love your website and I love your Instagram content is just fantastic and really helpful for I really highly recommend anyone go Foleo, I'll definitely put it in the show notes. But where can people find you? And how can people work with you and the other and the other coaches?



Skye Rapson 41:21

Yeah, so you can find everything on us at unconventional organization.com. And we have z and s now. So both whether you spell it with a Z, or you spell uncon, you know, organization with an S, it's unconditional organization.com. And we have the we have the articles. So I commit to weekly, pretty much most of the time writing an article that has some specific areas. So you know, how does ADHD affect your career, or fidget toys that you might want to use in the workplace, some of the research and some of the strategies, and that's kind of what we provide. And then we also have the coaching, so the one on one coaching, and you can always click and and book a 20 minute consultation to chat with me about the coaching that's available and what we provide there. It's all set up in people's time zones, because we're, again, it's easy, you don't have to email, you don't have to do anything, you just turn up and we have conversation,



Katy Weber 42:18

riah? But you do offer email specific coachina. too. riah?

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Skye Rapson 42:22

Yes, yeah, we just we just launched that like a week ago. So we offer if you do have a specific, if you have a specific ADHD question that you really want to ask, you can email us and and we'll charge you just a one time fee, not as much as individual coaching for one of our coaches to sit down and actually answer the question for you. Because sometimes you need that. Just that Stata, if that makes sense. Rather than just jumping into coaching, you just want to know, Okay, what about this part of my life specifically?



Katy Weber 42:51

Oh, my God, I think that is really brilliant. And I think it's a great kind of extra cost level, you know, for people who might be needing not quite as as intensive help, but at the same time acknowledging that this is labor, like I get asked questions all the time, somebody just throws a question into my DM. And I'm like, if I were to answer that question, it would take me like hours of research that I should do for yourself. I get so angry sometimes. Because I'm like, I don't know how to respond in a way that sounds polite. But, you know, in a way, that's like, I'm sorry, I can't do this for you. I can't drop everything and answer this question for you. So usually, I just end up ignoring it, which then it feels even worse. But yeah, like, I love that idea that, you know, acknowledging the fact that, that, you know, to just throw a question out there to somebody who is a professional is, actually really is, what's the word I'm looking for? Like, it's really considerate. And you know, there is a lot of labor involved in the in answering those.

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Skye Rapson 43:55

Yeah, well, I can, I can definitely understand why people have questions. And sometimes they feel you know, that feeling of like a just want to notice one thing. And I think for me personally, because I you know, run an organization, it's not me, it just me, I have coaches that I work with, I think that helps a lot as well. And that's why we did add it recently, because I'm very protective of their time as well. Because, you know, when you're working with other people, I think when you're working with yourself, you're like, I have 10 minutes, I can do this, like, why am I not gonna do this, but when you're working with other people, it's much more like, no, like, they have ADHD, they have lives and I value their time making sure that be the best way they can as well, because we all have ADHD in the organization.



Katy Weber 44:35

I love that. Yeah, you're right. It is very, it's much easier to come up with boundaries when you're taking care of other people. Awesome, all right. Well, it's I love what you guys are doing and I'm so glad that we connected and yeah, thank you for sharing your story. No

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Skye Rapson 44:56

worries. It was it was really, really great to meet you.