

Running a Business and Being Run by ADHD

Background

Dan is a high executive ADHD entrepreneur who was out of balance in his family and business life. He is a prominent business owner and a classic example of the ideal entrepreneur. He is a father, and husband. Dan studied business in college and started implementing successful businesses while still in school. Why he came to Solutions by JoyGenea for coaching, Dan didn't want to keep leading how he had been because he knew it was stressful for those around him and himself. He didn't see what was missing. He had a full plate and works well that way, but the balance of business and family needed to be shifted.

Challenge

Like many business owners, it was challenging to have so much power and not fall into the trap of expecting everyone else to think the same way as him. Dan already successfully played into his strengths but was not clear on the effects of his own neurology and weaknesses on his business, employees, and relationships. In his business, no one was talking about his weaknesses, and he needed to be able to identify them and start that conversation. Dan needed to create systems to work with his weaknesses that moved fast enough for his efficiency level. He wanted to be a better boss, delegate more, and keep track of things, which required him to slow down a bit.

Solution

Meeting weekly Solutions by JoyGenea worked with Dan to identify what was successful and should be increased, and what wasn't and dig into why. They researched and learned his neurology and identified that he experiences time blindness and that was affecting his expectations of everyone else. Because of his time blindness, Dan needed help to recognize that he had expectations based on his sense of his own ability to get things done faster than was possible and he applied those expectations to employees as well. Solutions by JoyGenea helped Dan learn to delegate, break things down, and base timelines on employees' own estimates of when they could get something done. Solutions by JoyGenea supported Dan in implementing technologies to communicate better with his wife about scheduling and identifying when he needs to get out of his own way.

Result

When Dan initially sought out Solutions by JoyGenea's services his company had 2 employees. By the time they finished coaching he had 25 employees and a multi-million-dollar company. His anxiety was much better managed, and he was generally calmer. Dan became clear and communicative with delegation to his staff. Understanding his strengths and weaknesses allowed Dan to share that information with his staff and create an environment where they were able to ask more questions and he was able to identify what would be too much for him to take on and delegate.