

Speaker 1 ([00:01](#)):

If it's October, which it is, then it must be ADHD Awareness Month, which it is. And if it's ADHD awareness month, it must be time for TADD talks from ADDA, they're like TED Talks, but shorter because ADHD and this year they're all about executive function. You know that front part of our big ADHD brain that helps us activate, plan and prioritize. Remember what we're doing if we're following through or not. It's your chance to hear from 31 different experts. This particular TADD talk is part of a special four-part activate your potential series for black and indigenous women of color with ADHD. It's being brought to you every Wednesday in October by SREs Pharmaceuticals for ADHD Awareness Month. Let's listen in.

IngerShaye ([00:50](#)):

Do others' expectations, power your potential? Do you try to live up to others' expectations and their impossible standards? Do you create impossible expectations for yourself? Hi, I'm IngerShaye Colzie. I'm an ADHD leadership coach and psychotherapist for black women with adhd. I'm also the founder of the Black ADHD Professionals Alliance. I'm excited ADDA invited me to be here to discuss ADHD and expectations. I meant ADHD in unmanaged expectations that equals shame. The color dictionary defines expectations as a strong belief that something should or will happen. The strong belief that they have about the proper way something should happen or behave. That's way too many shoulds in any definition. Women with ADHD or more likely to experience low self-esteem and higher levels of anxiety depression compared to men with adhd. How does that factor into unmanaged expectations? There are different categories of expectations, implicit expectations which are assumptions, explicit expectations which are clear and agreed upon.

IngerShaye ([02:01](#)):

Realistic expectations or what we can control and unrealistic expectations are like things we can't control. Expectations for women with ADHD are driven by social norms and misogyny noted. ADHD expert Catherine Nado says, Society has certain expectations we place on women and ADHD often makes them harder to accomplish. There are supposed to be organizers, planners, primary parents of the home. Women are expected to remember birthdays, anniversaries, and do laundry and keep track of events. That's hard for someone with adhd. As a black woman with adhd, racism and bias also come into play many times. Expectations of others change without our knowledge. Implicit expectations cause the constant feeling of of the need to overachieve and cause burnout. The client in the, I have a client in the tech space, she's extremely smart and she's working on some projects that could actually change the world. She was told she was in line for the next promotion with no other context from her boss.

IngerShaye ([03:06](#)):

When we explored the exhaustion, exhaustion she was feeling, she noticed she was doing her job and her boss's job. She was for going her self care and rest. I supported her in defining the expectations of her workplace. It soon became apparent that she was not gonna get the promotion. She was offered or she was uh, expecting. She decided to get a new job and she requested actually explicit expectations of her new position. They were now explicit by the way, she's making a lot more money at her new job. Let's not forget ex the expectations we impose upon ourselves. Are you keeping your expectations realistic? Are you comparing yourself to others? Are you trying to be quote unquote normal? Whatever that is. That same client, I have expressed feelings of inadequacy in shame because she always had a pile of laundry to do on her floor.

IngerShaye ([04:00](#)):

It was never, ever finished. She said, We discussed how housework is never, ever finished. It's something that always has to be done, but it is something that can be outsourced. She said, Well, doesn't every woman do their own laundry? I said, No, absolutely not. Especially when they work at a high power job and they have premi twins at home. There is something called laundry service or sometimes bartering with friends. Many women do not know that they are keeping unrealistic expectations. It's the things that we have been told since childhood that we need to do everything. It was a wonderful thing. When she put that expectation down, I completely get her feeling of expectations because I'm also a black woman with adhd. But I also do have some ways to flip the script on unmanaged expectations that have really been beneficial to myself and my clients.

IngerShaye ([04:57](#)):

One, accepting your adhd, knowing that you are not gonna do things like everyone else. Comparison is a killer and you are a unique individual with wonderful gifts. Second, living in your value system, you can define to success the way that you would like. You get to decide what's productive, what is something you do not have to do, and how to live the life that you want. Turn the implicit expectations into explicit expectations. Make sure that expectations are clear, defined and agreed upon. Make sure that you have realistic expectations. Asking others might be a way to define whether your expectations are realistic or unrealistic, and find a community to help you heal and grow. Community is key. It's the way that we're able to thrive and have a wonderful life in this world of expectations. We can figure out a way to have it the way that works for us, and you can have a wonderful life as a woman and a black woman or anyone with adhd. I'm glad you could join me today for ADDA's TADD Talk on expectations. I'm IngerShaye Colzie. I'm a leadership coach for black women with ADHD and I'm a psychotherapist. You can reach out to me @ <https://ingershaye.com/> . I'm also IngerShaye on all the socials. You can get information on one-on-one coaching, small group coaching, and our new membership program. There's also a free Facebook group that I run, black women with ADHD executives and entrepreneurs. Take care and thank you for being here.

Speaker 1 ([06:31](#)):

This TADD Talk is part of a special four part activate your potential series for black and indigenous women of color with ADHD brought to you every Wednesday in October by SREs Pharmaceuticals for ADHD Awareness Month. Be sure to mark your calendar for Saturday, October 29th at 6:30 Eastern and come hang out with us on Twitter Spaces for a Live Activate Your Potential with ADHD TADD Talk, hosted by all four of us by P women. It's just another way. UR is supporting Women with adhd. Hope to see you there.