

The ADHD Job Change Script Pack

Word-for-word scripts for interviews, job changes, and asking for what you need at work.

Inside

- 9 scripts you can copy, fill in, and say out loud
- 12 questions that test a job before you say yes
- A one-page Job Offer Scorecard built on the 4 ADHD Fit Filters
- A first-30-days checklist for a new job

Start here

This pack gives you words for the moments that go sideways: the interview question that empties your head, the job you left too soon, the boss who says "just figure it out." Every script is short. Most take under 30 seconds to say.

How to use a script

1. **Pick the script that matches your moment.** Use the list at the bottom of this page.
2. **Fill in the [brackets] with real details.** Real details sound better than polished words.
3. **Say it out loud twice.** Reading a script in your head is not the same as saying it.

You never have to mention a diagnosis.

Nothing in this pack asks you to tell anyone anything about your health. These are ordinary work conversations that any employee can have.

The 4 ADHD Fit Filters in one minute

The quiz, the videos, and this pack all use the same four filters. They describe what a job gives you, and what you need from it.

Filter	The question it asks	Your level (from the quiz)
Stimulation Load	How much variety and urgency does the job bring on its own?	Low / Medium / High
Structure Source	Does the job give you clear steps and set times, or do you build your own?	Low / Medium / High
Feedback Speed	How fast do you see the result of your work?	Low / Medium / High
Detail Cost	How big is the price of one small miss?	Low / Medium / High

Circle your level for each filter. If you have not taken the free ADHD Career Fit Quiz yet, take it at danexplainsit.com first. It takes about 3 minutes.

What is inside

Part 1	Interview scripts: five years, tell me about yourself, why you left, weaknesses, and what to do when your mind goes blank
Part 2	12 questions to ask an employer, plus the Job Offer Scorecard
Part 3	Scripts for the job you have: ask for a new problem, ask for structure, push back on a deadline, own a miss
Part 4	Your first 30 days in a new job, with a day-30 check-in script

Part 1: Interview scripts

Keep each answer under 30 seconds. Say it, then stop. A short silence after you finish is normal. Do not fill it.

Script 1: "Where do you see yourself in five years?"

This question asks you to build a timeline out of thin air, out loud, with someone watching. You do not need a timeline. You need a direction.

The formula

Direction, then one real skill, then why this role. Then stop.

Version A: you have experience

I don't have a five-year plan mapped out day by day. But I know I want to be doing more of **[the kind of work this role involves]**, and I want to keep getting better at it. This role looks like a strong place to do that.

Version B: you are early in your career

I'm early in this, so I can't hand you a five-year map. But I know the kind of work I want more of, **[type of work]**, and this role is exactly that.

Version C: you are changing careers

I'm changing fields, so my next five years will look different from my last **[number]**. What stays the same is **[one strength, like "I learn fast and stay calm under pressure"]**. I want to use it on **[type of work]**, and this role is a direct step toward that.

Script 2: "Tell me about yourself"

Keep it to about 60 seconds. Use three parts: now, before, next.

Fill in the blanks

Right now I'm **[current role or situation]**. Before that, I **[one or two lines of past work that fits this role]**. What I'm looking for next is **[type of work]**, and this role fits because **[one reason]**.

Example, filled in

Right now I'm a warehouse shift lead. Before that, I spent six years in shipping and receiving, where I trained new hires. What I'm looking for next is a coordinator job with more problem solving, and this role fits because it is built around keeping things moving.

Tip: write your three blanks on an index card. Do not memorize a paragraph.

Script 3: "Why did you leave your last job?"

Three rules. One: two sentences at most. Two: never blame a person. Three: end on what you want next.

Version A: the role stopped growing

I learned the job well, and there wasn't a next step for me to grow into. I'm looking for a role where the problems keep changing, like this one.

Version B: it was a poor match

The job turned out to be different from how it was described. I learned what I need in a role, which is **[clear steps / more variety / faster feedback]**. That's part of why I'm excited about this one.

Version C: a short stay, under a year

It wasn't the right fit, and I chose to move on early rather than stay and underperform. Since then I've been **[what you did: a course, freelance work, learning a new skill]**. This role is what I was looking for.

Version D: a gap in your work history

From **[month, year]** to **[month, year]**, I **[what you did: took time to retrain / cared for a family member / worked on a project]**. I'm back and ready to **[type of work]**.

If they ask a follow-up, answer in one sentence. Then bring it back: "And what I bring to this role is **[strength]**."

Script 4: "What is your biggest weakness?"

Pick a real weakness that will not sink you in this job. Then say the system you use and the result. Do not pick a strength in disguise.

The formula

A real weakness, then the system you use, then the result.

Example 1

I can lose track of long projects. So I break them into weekly milestones and share them with my lead. On my last project, that helped us **[result]**.

Example 2

I start fast, and I can rush the last 10 percent. So I run a short checklist before I send anything out. That has cut **[type of mistake]** on my team.

Example 3

I can take on too much. So before I say yes, I ask, "What comes off my plate if this goes on?" It keeps my work clean and my promises real.

Script 5: "Do you have any questions for us?"

Say this

Yes, I have a few. **[Ask one question from each filter in Part 2.]**

When your mind goes blank

It happens to everyone. A short pause looks calm, not lost. Take one slow breath before you answer, then use one of these lines.

Rescue lines

"That's a good question. Give me a moment to think."

"Can I take a second and come back to that one?"

"Let me make sure I answer the right question. Are you asking about **[topic]**?"

"The short version is **[one sentence]**. I can go deeper if that helps."

"I lost my thread for a second. Let me restart with one clear sentence: **[sentence]**."

On a video call, keep a small card with your three answers next to your screen.

Part 2: Test the job before you say yes

An interview goes both ways. These 12 questions show whether a job fits how you work.

Pick four, one from each filter. Ask them near the end, when they say "Do you have any questions for us?" Write the answers on the scorecard on the next page.

Stimulation Load

Ask this	A good sign	A warning sign
1. What does a normal day look like, and what changes from week to week?	Real examples of a typical day and of what is new.	Vague answers like "it depends" or "a little of everything."
2. What does a busy day look like compared with a slow day?	Concrete examples, and a plan for both.	Long stretches of nothing, or nonstop rush with no plan.
3. What new projects or problems came up in the last six months?	They name a few real ones.	Nothing has changed in years.

Match it to your level: if you need a lot of variety, listen for change. If you want a steady pace, listen for routine.

Structure Source

Ask this	A good sign	A warning sign
4. How are priorities set, and who do I check in with?	A named person and a regular check-in.	"You'll figure it out."
5. Are there written steps or checklists for the main tasks?	Yes, and they can show you where they live.	"We mostly just know it."
6. What are the set hours, and how flexible is the schedule?	Clear hours and clear rules for changes.	Hours that shift with no warning.

Match it to your level: if you need clear steps and set times, weigh these answers most. If you like to plan your own day, look for freedom.

Feedback Speed

Ask this	A good sign	A warning sign
7. How will I know how I am doing in my first 30 days?	A check-in at week one and week four.	"We'll talk at your yearly review."
8. How often do people here get feedback, and in what form?	Weekly or after each project, in person or in writing.	Only when something goes wrong.
9. What does success look like at 90 days?	Two or three clear goals.	"We'll see how it goes."

Match it to your level: if you want to see results fast, weigh these answers most.

Detail Cost

Ask this	A good sign	A warning sign
10. What happens when someone makes a mistake here?	We fix it, look at why, and adjust the process.	Blame, or "we don't make mistakes."
11. Which parts of this job are most sensitive to small errors?	They name them and explain what protects against them.	"Everything is critical," with no support.
12. What checks or second sets of eyes are built into the work?	Peer review, checklists, or a sign-off step.	"You're on your own."

Match it to your level: if small misses hurt you most, weigh these answers most. If you do well with high stakes and a clear process, look for the checks.

Job Offer Scorecard

Copy this page for each job you are considering.

Job and company: _____ Date: _____

Filter	What I need (from my quiz)	What they told me	Match: 1, 2, or 3
Stimulation Load			
Structure Source			
Feedback Speed			
Detail Cost			
Total			

How to score: 1 means it does not match what you need. 2 means it is workable. 3 means it is a strong match. A rule of thumb: 10 to 12 is a strong fit, 7 to 9 is workable if you plan for the gaps, and 4 to 6 needs a hard look. Also pause on any filter where you have a high need and scored a 1.

Warning signs I noticed

Questions I still want to ask

My decision, and why

Part 3: Scripts for the job you have

Small, specific asks work best. Ask for one thing at a time.

Script 6: Ask for a new problem before you quit

Use this when you have learned the job, nothing is changing, and you feel yourself checking out.

Say it

I've gotten good at **[current work]**. I'd like to take on something new, like **[project or task]**. I think it would keep me sharp and add value to the team. Can we talk about it this week?

Email version

Subject: A new project I'd like to take on

Hi **[Name]**, I've learned **[current work]** well over the past **[time]**. I'd like to take on **[specific project or task]**. I think it would help the team because **[one reason]**. Could we find 15 minutes this week to talk about it? Thanks, **[Your name]**

If they say "not right now"

Understood. Can we check back in **[30 / 60 / 90]** days and agree on what I could take on then?

Put that date on your calendar right away. If 90 days pass and nothing changes, that answer tells you something about this job. Use the scorecard to check whether a different job would fit better.

Script 7: Ask for structure (five small requests)

These are ordinary requests. You do not need to give a reason beyond the one in the script, and you do not need to mention a diagnosis.

1. Steps in writing

After we talk, could you send me the key steps in writing? It helps me follow through.

2. A weekly check-in

Could we set a 15-minute check-in each week? I'd like to show you progress and catch problems early.

3. A checkpoint

For a project this size, could we set a checkpoint halfway through?

4. Clear priorities

I have three things due. Which one comes first?

5. Focus time

Could I block [time, like 9 to 11] for focused work? I'll answer messages right after.

Write it back yourself

If nobody sends you the steps, send them yourself: **Subject:** What I took from our meeting

Thanks for the time today. Here is what I heard: [point 1], [point 2], [point 3]. Did I get that right? I'll have [deliverable] to you by [day].

Script 8: Push back on a deadline

Do not just say yes and hope. Show the trade-off and let your manager choose.

Say it

I can finish **[task A]** by **[date]**. If **[task B]** is more urgent, I can move it up, and **[task A]** would land on **[later date]**. Which do you want first?

If the answer is "both by Friday"

I want to do both well. Can we cut **[part of the work]** or move **[one deadline]**?

Script 9: Own a miss

You dropped the ball. Send this as soon as you notice. Three parts: name it, fix it, change one thing.

Say it or send it

I missed **[what]**. **[One sentence on what happened.]** Here is the fix: **[what you will do, and by when]**. To keep it from happening again, I'm **[one change, like adding a reminder or a weekly check]**.

Keep it short

One clear fix beats five apologies. Keep the message about the work and the plan.

Part 4: Your first 30 days in a new job

A simple checklist for the first month. Tick each box as you go.

Before day one

- ☐ Ask for your schedule, who you report to, and what to bring.
- ☐ Ask, "Is there a written list of my main duties?"

Week 1

- ☐ Get your duties in writing. If nobody has a list, write one and send it back using the "write it back" email.
- ☐ Write a one-page who's who: names and roles.
- ☐ Put every recurring task on one calendar or reminder app.
- ☐ Ask your lead, "How do you like updates, and how often?"

Week 2

- ☐ Ask for one small task you can finish start to finish. Finish it, and say that you did.
- ☐ Ask a teammate to look over your first piece of work. That is fast feedback.

Week 4

- ☐ Book a 20-minute check-in with your lead.
- ☐ Score the job again on the four filters. Note what fits and what does not.
- ☐ Pick one small change to ask for, using Script 7.

Day-30 check-in script

I'd like your honest read on my first month. What's going well, and what should I do differently? I'd rather adjust now than later.

What to do next

- **Take the free ADHD Career Fit Quiz** at danexplainsit.com. It shows which jobs match your four filters.
- **Watch the videos behind these scripts.** "The Interview Question That Screens Out Every ADHD Brain" and "Why ADHD Brains Quit Good Jobs for No Reason" are on the Dan Explains It channel, @danexplainsit.
- **Use one script tonight.** Pick the one that fits your next hard moment, fill in the brackets, and say it out loud twice.

About this pack

Dan Explains It makes practical videos and tools for adults with ADHD. The scripts in this pack come from the same place as the videos: real households, real interviews, and real Monday mornings.

Terms of use

© 2026 Velocity DX Media. All rights reserved. This pack is licensed for your personal use only. Please do not copy, share, post, or resell it.

This pack shares general information and sample wording for work conversations. It is not medical, clinical, legal, or career-counselling advice, and it does not promise any result. Laws and workplace rules differ by region. If you need medical or legal advice, talk to a qualified professional.