






Exploring the Experiences of Women with ADHD in Professional Settings: A Qualitative Study

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E d i t o r	R e v i e w e r s
Mohsen Golparvar  Professor, Department of Psychology, Isfahan (Khorasgan) Branch, Islamic Azad University, Isfahan, Iran mgolparvar@khuif.ac.ir	Reviewer 1: Masoud Asadi  Assistant Professor, Department of Psychology and Counseling, Arak University, Arak, Iran. Email: m-asadi@araku.ac.ir Reviewer 2: Stephen C. L. Lau  Professor (Assistant) at Washington University in St. Louis, United States. Email: lauc@wustl.edu

1. Round 1

1.1. Reviewer 1

Reviewer:

The study focuses on "women diagnosed with ADHD," but it does not specify whether diagnosis was based on DSM-5, ICD-11, or a local diagnostic guideline. Providing this information would strengthen the methodological rigor.

Interviews were conducted in Persian and translated into English. The article does not describe how translation accuracy was ensured. Was back-translation used, or were bilingual experts consulted? This should be explicitly stated.

While Table 1 presents themes and subthemes, it does not indicate the frequency of each theme across participants. Including frequencies (e.g., number of participants who mentioned each theme) would improve clarity.

The findings summarize key themes but do not include enough direct participant quotes to illustrate the experiences being discussed. Adding more verbatim statements would make the findings more vivid and credible.

The study mentions that participants worked in diverse fields (e.g., healthcare, finance, IT), but it does not analyze whether ADHD challenges varied by profession. Discussing this aspect would strengthen the findings.

While the discussion cites past research, it does not explicitly compare the study's findings with those of prior studies. For instance, how do these findings align or contrast with those of Kessler et al. (2005) on ADHD workplace difficulties?

Response: Revised and uploaded the manuscript.

1.2. Reviewer 2

Reviewer:

The study does not address how other factors such as socioeconomic status, ethnicity, or industry type might influence ADHD experiences in professional settings. Expanding this discussion would enhance the depth of the analysis.

The article states that "purposive sampling was used to ensure diverse representation of professional backgrounds." However, it does not clarify how diversity was achieved. Were quotas set for different fields, or did recruitment naturally yield variation?

The study mentions obtaining informed consent but does not discuss whether participants were provided with information on confidentiality, data storage, and withdrawal procedures. Clarifying this would strengthen ethical transparency.

The study states that "women with ADHD often experience stigma and workplace difficulties," but it does not specify whether these challenges are unique to women or if men with ADHD face similar barriers. A comparative discussion would add depth.

Since the study was conducted in Tehran, it would be useful to discuss whether cultural expectations regarding gender roles influence how ADHD is perceived in professional women. This is especially important in workplace dynamics.

The study identifies several coping strategies, such as using planners and seeking mentorship, but it does not assess their effectiveness. Were some strategies more successful than others? Discussing this would strengthen the practical implications.

Response: Revised and uploaded the manuscript.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.