

Q: What is ADHD or Executive Function (EF) Coaching?

A: Executive Function coaching is a psychosocial intervention that helps individuals develop skills, strategies, and behaviors to cope with the core impairments associated with Neurodevelopmental Disorders (ex. ADHD, Autism).

Q: Are EF coaching and Cognitive Behavioral Therapy (CBT) the same?

A: While there are more similarities than differences between coaching and CBT-oriented therapy, coaching focuses on the core symptoms of ADHD (inattention, impulsivity and hyper-activity) and teaches skills based on the primary impairments associated with those symptoms (time management, organization, planning, and problem solving). CBT interventions may well cover the same areas, but may be less skill-based and depend more on the cognitions that underlie behaviors.

Q: What are the benefits of Executive Function (EF) coaching?

A: Qualitative research on EF coaching for college students with ADHD has shown-

- improvement in study skills, test-taking, and learning strategies
- increased study time and achievement of personal course-related goals.
- more positive thoughts and behaviors
- Increased use of goal-attainment skills
- Increase ability to modulate emotions
- increased self-efficacy, motivation, and time management
- decrease in anxiety

Q: My patient has requested that I provide a Letter of Medical Necessity* for Executive Function (EF) coaching. Why?

A: Executive Function (EF) Coaching is a [Flexible Spending Account**](#) (FSA) eligible expense that requires a letter of medical necessity from a medical practitioner. Your patient (or their legal guardian) may be planning to use FSA funding to off-set the cost of Executive Function coaching and has approached you to discuss Executive Function coaching as a viable option to develop a skill set or educate themselves on the day-to-day management of ADHD***.

*A Letter of Medical Necessity (LMN) for lessons is necessary for reimbursement to ensure that it {"lessons"} is necessary for the treatment of a medical condition. This letter must outline how an account holder's medical condition necessitates lessons, how the treatment will be used to alleviate the issue and how long the treatment will last.

**An FSA (or flexible spending account) is an employer-sponsored healthcare benefit that allows employees to set aside up to \$2,850 (2022) annually to cover the cost of qualified medical expenses.

***ADHD is considered a disability under the Americans with Disabilities Act (ADA) and the Rehabilitation Act of 1973 (Section 504).

Resources:

“Coaching for College Students” Curr Psychiatry Rep (2016) 18: 110
DOI 10.1007/s11920-016-0751-9

“First-Year College Students With ADHD and/or LD: Differences in Engagement, Positive Core Self-Evaluation, School Preparation, and College Expectations” Journal of Learning Disabilities
Volume 50 issue 3 May/June 2017

Knouse LE. Cognitive-behavioral therapy for ADHD in college: recommendations hot off the press[^]. ADHD Re. 2015;23:8–15.
Summarizes four recent studies of CBT-related interventions for college students with ADHD and gives recommendations for clinicians.

<https://fsastore.com/fsa-eligibility-list//lessons>