

ADVICE FOR EMPLOYERS

There is a great deal of potential in many dyslexic people, which can be exploited to benefit a business, and if businesses have a better understanding of their dyslexic staff, they will provide better services for their dyslexic clients.

10% of the population are dyslexic and this is a large number of **workers** and **customers**.

KEY PRINCIPLES FOR DYSLEXIA-WISE EMPLOYERS

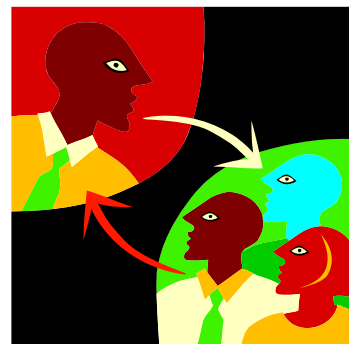
Understand what dyslexia is - 10 % of the population are dyslexic dyslexia it is widespread across any work force.

Ensure access to information - use a variety of communication tools to disseminate information to your workforce

Identify issues in your workplace - assess situations, which may place dyslexic employees at a disadvantage or limit their potential.

Develop specialist knowledge and support - offer access to dyslexia screening, assessment and ongoing support for those who request it. Make sure that everyone knows this provision is available.

Build a culture of confidence - provide mechanisms so that dyslexics can be open about their dyslexia.



DYSLEXIA IN THE WORKPLACE

A dyslexic person may have many strengths:

- Good at ideas and innovative thinking.
- Good problem solver and lateral thinker.
- Creative in the way they make links and connections.
- Have excellent visual and spatial awareness.
- Good with practical tasks and creative in many ways.
- Strong in the areas of art, music, design, architecture and engineering.
- Good communicators.

As well as difficulties:

- Erratic spelling
- Misreading, leading to comprehension difficulties.
- Poor handwriting.
- Inaccurate number work.
- Difficulties with sequencing e.g. date order.
- Ability to solve problems, but inability to show process.
- Poor organisation or time management.



Assessment.

A professional assessment may be required to identify specific work needs.

It is important to brief the specialist (usually an occupational psychologist) on your requirements from the assessment. For example you need to know how this will affect their work and what sort of adjustments may help the employee perform more effectively at work.

For suggested strategies to help dyslexics as well as a reasonable adjustments in the workplace go to www.bdadyslexia.org.uk and see BDA leaflet **Reasonable Adjustments in the Workplace**.

The Cornwall dyslexia Association can offer Dyslexia Awareness workshops for employers which can be delivered in the place of work. See Workshops/Training Sessions pages - Dyslexia Awareness Workshops flyer for details.