



## "Tapping The Hidden Talent Pool"

### **What is Dyslexia?**

Dyslexia is a learning difference that essentially impacts a person's skills in accurate and fluent reading and spelling. A person with Dyslexia may be impacted by amongst other things such as verbal memory and verbal processing speeds. It is important to remember that just like other Neurodivergent experiences Dyslexia will impact different people in different ways and occurs across a range of intellectual abilities. According to research carried out by The British Dyslexia Association around 10% of the UK population are thought to have Dyslexia.

It is important to remember that Dyslexia is a learning difference and that just because an individual has Dyslexia, it does not mean that they are not intelligent and capable in other areas. People with Dyslexia are often known for their big picture, lateral thinking and problem-solving skills which are often above average compared to their Neurotypical counterparts in the workplace.

### **Key Statistics**

- Dyslexia is the most common learning disability. Accounting for 80-90% of all learning disabilities
- 780 million people in the world are Dyslexic.
- In the US, the high school dropout rate for children with Dyslexia is 62%
- 60% of people with Dyslexia are men.
- 40 million US adults have Dyslexia.
- More than 50% of NASA Scientists are Dyslexic.

### **Workplace Challenges**

- A person with Dyslexia might have difficulty with keeping track of what they are reading.
- Feel overwhelmed by large reams of text on a page or document.
- Difficulties with note taking and dictation.
- Challenges with instructions and information and remembering what to write.
- Slower processing speed with news tasks. Similar to other Neurodivergent differences.
- Difficulty with organisational skills and time management.

### **Workplace Accommodations**

- Provide verbal instructions instead of written instructions.
- Think about using Dyslexia friendly fonts on applications such as Calibri, and Open Sans.
- Provide assistive technology such as Grammarly and Read and Write Gold which are effective as speech to text software.
- Factor in slower processing speeds for new tasks. So, allow extra time for new tasks in the workplace.
- Provide training for all employees on Dyslexia in the workplace.
- Provide coloured paper for memos and reports to improve contrast.

### **Further Reading**

- **The Gift of Dyslexia: Why Some of The Brightest People Can't Read and How They Can Learn – Ronald D Davis**
- **Xtraordinary People: Made By Dyslexia – Kate Griggs, Richard Branson, et al.**
- **Dyslexia: A Practitioner's Handbook, 5<sup>th</sup> Edition – Gavin Reid**
- **That's the Way I Think: Dyslexia, dyspraxia, ADHD, and dyscalculia explained – David Grant**
- **The British Dyslexia Association – Teaching Dyslexic Students: Theory and Practice – British Dyslexia Association and Helen Ross**
- [What is dyslexia? - British Dyslexia Association](#)
- [Dyslexia Basics - International Dyslexia Association](#)
- [What is Dyslexia? - The Dyslexia Association](#)
- [Made By Dyslexia – Redefining Dyslexia](#)
- [Dyslexia - Symptoms - NHS](#)