JOIN THE DOTS
Empowering Dyslexic Thinking in every workplace

MADE BY
DYSLEXIA
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In 2018 and 2019, Made By Dyslexia and EY produced the “Value of Dyslexia” reports mapping Dyslexic Thinking with the World Economic Forum’s Skills for the Future. These ground-breaking reports highlighted a crucial fact: in a fast-paced and changing workplace, where machines are poised to take over many tasks, dyslexics have exactly the skills needed for the workplace of tomorrow.

Now the pandemic has turbo-charged this digitisation and by 2025 humans and machines will split work 50-50. The 50% of ‘human’ skills needed map directly with Dyslexic Thinking meaning, dyslexics have exactly the skills needed for the workforce of today.

But our research finds 55% of employers have a poor or non-existent understanding of dyslexic strengths.

We’re here to change that, because one thing is clear – to survive in this fast-changing world of work, employers need to redefine dyslexia – and do it NOW or risk being left behind.

It’s time to Join the Dots – today.

Kate Griggs
CEO & Founder of Made By Dyslexia

1 Value of Dyslexia reports 1 & 2, produced with EY, 2018 and 2019.
Join the Dots

4 simple steps to transform every workplace

Define
dyslexia as a
valuable thinking
skill set

Offer
adjustments
to help every
dyslexic thrive

Tailor
recruitment
processes to spot
dyslexics

Start
affinity groups
for support &
openness
Who this guide is for

Made By Dyslexia is a global charity, led by successful dyslexics. Our purpose is to redefine dyslexia and help the world to understand, value and support it.

This guide is for every organisation, across the globe. It will help senior leadership teams, HR functions, and managers at every level to understand and empower dyslexic thinking in their workplace. It will help dyslexic employees, and their colleagues, to understand and value dyslexic strengths – and the vital contribution they make.

Only 17% of employers have a good understanding of Dyslexic Thinking skills.
Our mission is to train every teacher and help every workplace to spot, support and empower every dyslexic mind. This mission is aligned with the UN Sustainable Development Goals (SDGs), and we aim to achieve this by 2030.

Made By Dyslexia will work with the UN to make sure dyslexia is recognised and supported across these 3 relevant SDGs:

- **SDG 4 Quality Education** - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
- **SDG 9 Industry Innovation and Infrastructure** - Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.
- **SDG 10 Reduced Inequalities** - Reduce inequality within and among countries.
What is Dyslexia?

21st century definition of dyslexia:

Dyslexia influences as many as 1 in 5 people and is a genetic difference in an individual’s ability to learn and process information. As a result, dyslexic individuals have differing abilities, with strengths in creative, problem-solving and communication skills and challenges with spelling, reading and memorising facts. Generally, a dyslexic cognitive profile will be uneven when compared to a neurotypical cognitive profile. This means that dyslexic individuals really do think differently. Traditional benchmarking disadvantages dyslexics, measuring them against the very things they find challenging.
Dyslexic Thinking skills

Visualising
Interacting with space, senses, physical ideas & new concepts.
75% of dyslexics are above average at Visualising.

Imagining
Creating an original piece of work or giving ideas a new spin.
84% of dyslexics are above average at Imagining.

Communicating
Crafting & conveying clear & engaging messages.
71% of dyslexics are above average at Communicating.

Reasoning
Understanding patterns, evaluating possibilities & making decisions.
84% of dyslexics are above average at Reasoning.

Connecting
Understanding self, connecting, empathising & influencing others.
80% of dyslexics are above average at Connecting.

Exploring
Being curious & exploring ideas in a constant & energetic way.
84% of dyslexics are above average at Exploring.
It’s time to redefine dyslexia

The world of work is changing – and changing fast.

Dyslexics have the exact skills needed for this changing world of work, but organisations continue to be more focused on what dyslexics CAN’T do, than what they CAN do.

And outdated recruitment processes, which rely on standardised tests, filter out the very minds the future needs.

Only 17% describe their workplace understanding of dyslexic strengths as good or excellent

55% describe their workplace understanding of dyslexic strengths as poor or non-existent

82% think the recruitment process does not enable dyslexics to show their true abilities

78% think the recruitment process puts dyslexic people at a disadvantage

Click to watch our Disruptors D.Spot

who are disruptors or transformers in their industry.
Our “Value of Dyslexia” reports, produced with EY, found that in a changing workplace, where machines are poised to take over many tasks, dyslexics have exactly the skills needed for the jobs of tomorrow.

What’s more, the skills that are more challenging for dyslexics are in decline as they are being replaced by AI and technology – as shown in this diagram, adapted from the EY report.

Dyslexic Thinking and its vital role in the future
Our recently published, The Dyslexic Dynamic report with ManpowerGroup Talent Solutions explains that the pandemic has turbo-charged the switch to digitisation and by 2025 humans and machines will split work 50-50.

The skills that are now in high value and demand are soft skills like communication, analytical thinking, initiative-taking and empathy. And these are Dyslexic Thinking skills.

Post-pandemic, the report points to a K-shaped, two speed recovery. Where, in order to survive, organisations need to understand Dyslexic Thinking and its vital role in our future – or risk being left behind.


The future starts NOW

Click to read the ManpowerGroup Talent Solutions report here
How to Join the Dots

These 4 simple steps will empower Dyslexic Thinking in EVERY workplace

D
Define dyslexia as a valuable thinking skill set
Re-define dyslexia in your organisation by creating a Skills First culture. Value what dyslexics CAN do, not what they CAN’T. See big picture thinkers, problem solvers, innovators, communicators, leaders.

T
Tailor recruitment processes to spot dyslexics
Actively recruit for Dyslexic Thinking skills. Offer adjustments in interviews to present and answer in different ways. Offer workshops and real-life opportunities to showcase abilities.

O
Offer adjustments that help dyslexics to thrive

S
Start affinity groups for openness & support.
These groups can feed the needs of dyslexic employees straight to the senior leadership team. They provide vital support and a community which encourages a culture of openness.
Top Tips from Made By Dyslexia community

The Made By Dyslexia community is the largest online community of dyslexic thinkers in the world. We asked them to share their 5 top tips for success. Here they are!

5 ways dyslexic thinking helps you in your job - Dyslexia helps me to:

1. Make connections across complex issues, subjects and data, which others don’t see.
2. Cut through the noise and see the big picture, rather than getting stuck in the detail.
3. Communicate and explain complex subjects through storytelling and simplifying.
4. Solve problems in different ways, coming up with new ideas to tackle them.
5. Build, support, and empower teams, people and organisations.

5 top tips for dyslexic employee

1. Work out what dyslexia means for you. Your strengths and your challenges.
2. Explain it up-front to others. Don’t be embarrassed or wait until you hit a problem.
3. You will be very good at your dyslexic strengths, and that will benefit your employer.
4. Ask for what you need. Don’t just overwork to get through, you will burn out.
5. If systems don’t work for you, constructively see if they can be changed.
### Top Tips from Made By Dyslexia community

<table>
<thead>
<tr>
<th>5 things dyslexics may struggle with in the workplace</th>
<th>5 ways to overcome those struggles</th>
<th>5 ways technology helps</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Information overload especially via email.</td>
<td>1. Be upfront with colleagues and managers. Explain your dyslexic strengths and challenges.</td>
<td>1. Text to speech allows you to proofread documents and read long text without fatigue.</td>
</tr>
<tr>
<td>2. Competing or unclear priorities.</td>
<td>2. Use assistive technology, like speech to text programmes.</td>
<td>2. Tablets allow you to take notes and store them easily.</td>
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<tr>
<td>3. Long and complicated meetings, being asked to write on a flip chart or read aloud.</td>
<td>3. Ask for reasonable adjustments in workplace assessments.</td>
<td>3. Automated meeting requests make arrangements easier.</td>
</tr>
<tr>
<td>4. Too much information in written form – not enough visual presentation of information.</td>
<td>4. Find methods of organisation that work for you.</td>
<td>4. Automated search and filing help you find things without having to use a complicated filing system.</td>
</tr>
<tr>
<td>5. Tiredness or anxiety due to the effort of working at high pace.</td>
<td>5. Have a supportive team around you with different strengths.</td>
<td>5. Using dictation software to create documents, like Dictate or Immersive Reader in Office 365.</td>
</tr>
</tbody>
</table>
Top Tips from Made By Dyslexia community

Watch Top Tips from the D.Spot

See dyslexic strengths in action in the workplace in our D.Spot vodcast series on YouTube where we reveal all there is to know about dyslexic thinking.

In this latest episode Bishop of London, Sarah Mullally and Chief Nursing Officer, Ruth May, tell us how they used their Dyslexic Thinking skills of Connecting and Questioning to lead their iconic organisations – the Church of England and the NHS – through the global pandemic.
Top Tips from Made By Dyslexia community

3 easy ways to let the world know you are Made By Dyslexia.

Our community often ask us for a way to let the world know they are Made By Dyslexia. So we’ve created a set of badges, social assets, email signatures and more.

1. Add a line to your email signature:

2. Update your Twitter, Insta, Tik Tok or Facebook with a social asset.

3. Add Dyslexic Thinking as a skill to your LinkedIn Bio or CV, like Richard Branson and many others.

Download email signatures, badges and more here
Top Tips from Made By Dyslexia community

5 tips for every dyslexic employer

1. Dyslexics are an asset to any organisation, treasure them.
2. Your workplace probably prevents them from doing their best, try to change it.
3. Listen and respond to what they need.
4. Simple adjustments can help dyslexics fly.
5. Things that help dyslexics are actually good for everyone.

5 things every manager can do to help

1. Understand what dyslexia means for that person, their pattern of strengths and challenges.
2. Dyslexics need encouragement and support, not sanction if things are not going well.
3. Avoid words like ‘lazy, careless, scatty’ – dyslexics are none of these things.
4. Give dyslexics the big picture and watch them make it a reality.
5. Use less text. Bullets and summaries, and present and receive information in a multi-sensory way.

5 things to help with application/recruitment process

1. Offer the basics – extra time, quiet rooms for examinations, clear questions.
2. Forgive typos and spelling – they are not a reflection of commitment or ability.
3. Tests and interviews don’t showcase dyslexic’s full skills and talents. Help them to show abilities in different ways.
4. Encourage applicants to tell you they are dyslexic by acknowledging that you value Dyslexic Thinking.
5. Don’t insist on a formal assessment to trigger reasonable adjustments, a self-declaration of dyslexia should be enough.
Empower Dyslexic Thinking in your workplace TODAY!

Join our global movement of organisations who are Redefining Dyslexia and empowering dyslexic thinking in their workplace.

Pledge to follow the 4 simple steps of our Join the Dots initiative within your organisation and earn your DOTS badge, which shows your workplace values and empowers Dyslexic Thinking. See page 19 for more information.
Pledge to empower Dyslexic Thinking in your workplace TODAY!

Pledge to empower Dyslexic Thinking in your workplace by following the 4 simple steps of our Join The Dots initiative and join the global movement of organisations who are Redefining Dyslexia.

In return, you’ll earn your DOTS badge and pledge certificate to show your workplace values and empowers dyslexic thinking.

Pledge to:

1. **Define** dyslexia as a valuable thinking skill set
2. **Offer** adjustments to help every dyslexic thrive
3. **Tailor** recruitment processes to spot dyslexics
4. **Start** affinity groups for support & openness

This certificate has been awarded to:

For pledging to empower Dyslexic Thinking in the workplace by “Joining The Dots”.

Kate Griggs
Founder of Made By Dyslexia

www.madebydyslexia.org
Become a partner and trailblaze change with us

We are blazing the trail to redefine dyslexia for the 21st century, empowering Dyslexic Thinking in every school and every workplace.

Since our launch just 4 years ago, we have:

- Created the world’s largest community of dyslexic people and allies.
- Shifted perceptions with bold events, campaigns & game-changing research.
- Our 2019 global summit reached 23 million on social media & 700 million with PR.
- 74% say our work is transforming their lives.

If you want to blaze the trail with us, we have a range of opportunities – big and small.
THIS is Dyslexia - the definitive guide

Find further reading in this new book written by our founder and CEO Kate Griggs. With a forward from Sir Richard Branson, This is Dyslexia covers everything you need to understand, value and support Dyslexic Thinking.

This is Dyslexia redefines and reshapes what it means to be dyslexic. It explores how it has shaped our past and how harnessing its powers and strengths is vital to our future.

From offering practical advice on how to support the dyslexics in your life to breaking down the 6 Dyslexic Thinking skills in adults, Griggs shares her knowledge in an easily digestible guide.

Grab a copy