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● ● ● MADE BY
● ● ● DYSLEXIA

EMPLOY  **DYSLEXIA**

**EMPOWERING DYSLEXIC THINKING
IN EVERY WORKPLACE.**



Why every workplace needs Dyslexic Thinking

Research has been telling us that Dyslexic Thinking skills will be vital for future workplaces. With the rapid advancement and adoption of AI, that future has arrived. Because while technology and AI has evolved to replicate many skills, they won't replace sought after soft skills like innovation, lateral thinking, complex problem solving and interpersonal skills - which are Dyslexic Thinking skills.

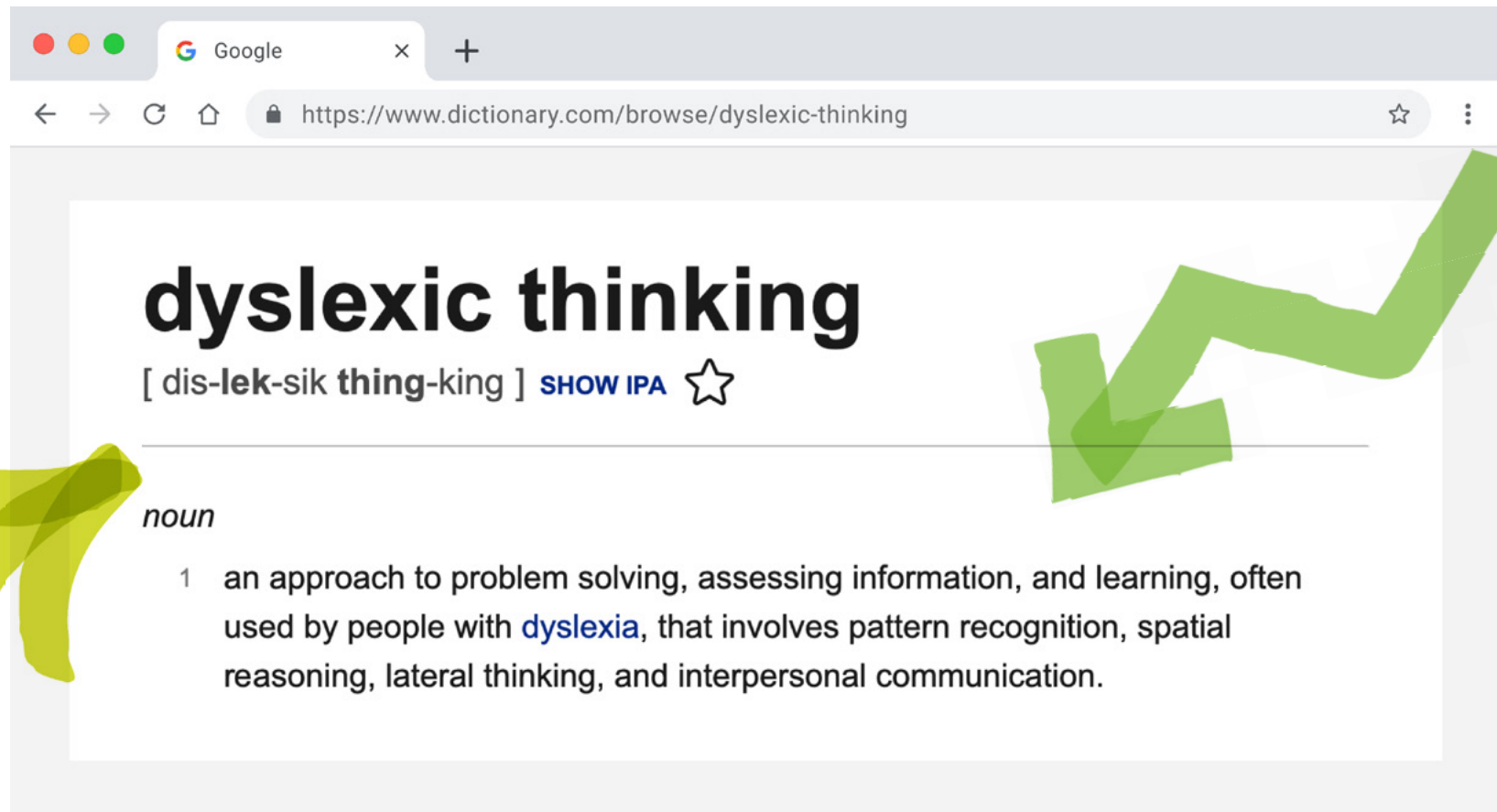
New research shows that AI is the perfect co-pilot for Dyslexic Thinking, and together they are the unstoppable force every workplace needs to drive their business forward.

This guide will help every employee in every organisation to employ Dyslexic Thinking and create a culture where it thrives.

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What is Dyslexic Thinking?

Dyslexic Thinking is recognised in the dictionary as an innovative way to think. 1 in 5 are dyslexic and their thinking skills are vital to the workplace. Here is the definition in dictionary.com



The image shows a screenshot of a web browser window. The address bar displays the URL <https://www.dictionary.com/browse/dyslexic-thinking>. The main content area features the title "dyslexic thinking" in a large, bold, black font. Below the title is the phonetic transcription "[dis-lek-sik thing-king]" followed by a blue "SHOW IPA" link and a star icon. A horizontal line separates the title from the word class "noun". Below this, a numbered list item "1" provides the definition: "an approach to problem solving, assessing information, and learning, often used by people with **dyslexia**, that involves pattern recognition, spatial reasoning, lateral thinking, and interpersonal communication." The browser window is decorated with several thick, hand-drawn brush strokes in shades of green and yellow.

dyslexic thinking
[dis-lek-sik thing-king] [SHOW IPA](#) ☆

noun

- 1 an approach to problem solving, assessing information, and learning, often used by people with **dyslexia**, that involves pattern recognition, spatial reasoning, lateral thinking, and interpersonal communication.

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.

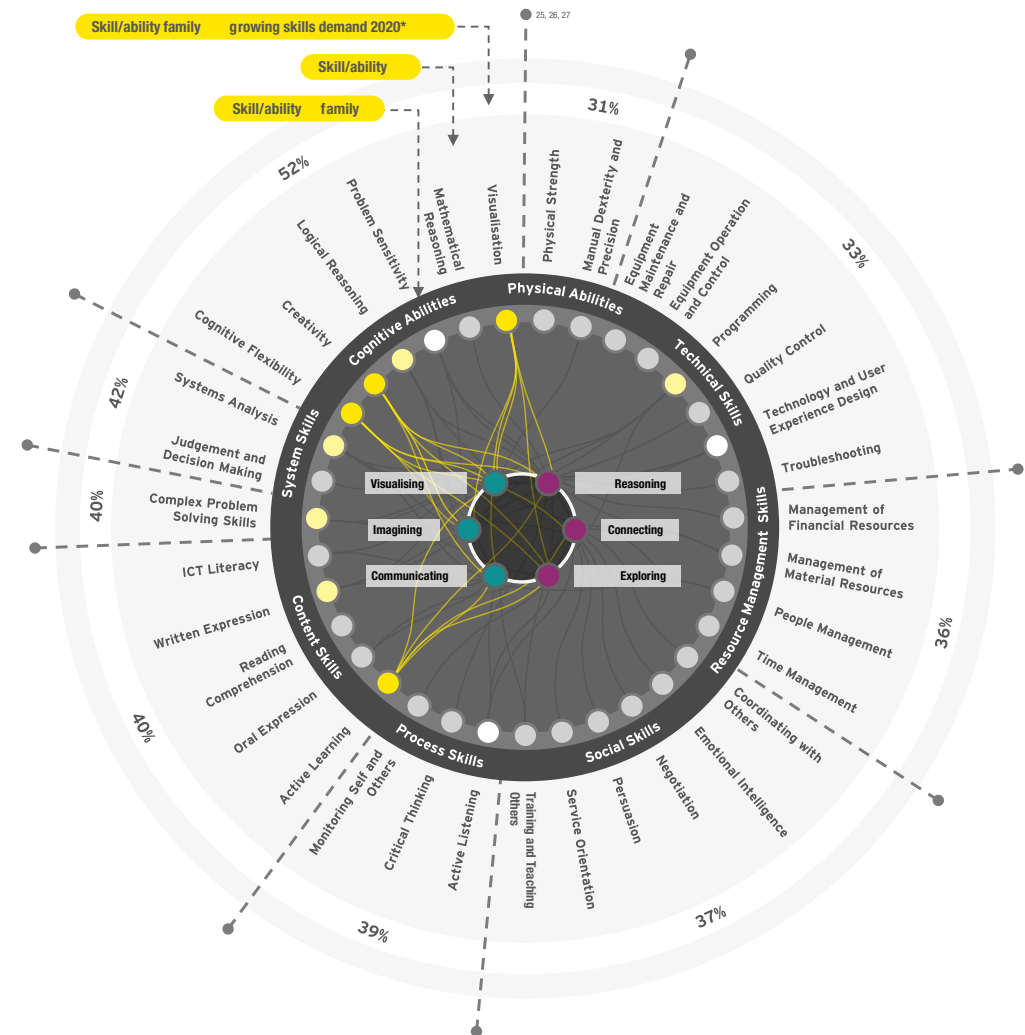
84% of dyslexics are above average at Exploring.

2018: Dyslexic Thinking is vital for the future

Dyslexic Thinking skills are valuable and vital. They are the 'soft skills' or 'Power Skills' every workplace is looking for like creativity, adaptability, leadership, innovation, problem solving and critical thinking.

As our 2018/19 reports with global consultancy [EY, Value of Dyslexia](#)¹ found: these skills are a direct match for those identified by the World Economic Forum as the skills of the future².

Dyslexic strengths align to core work-related skills and abilities of the future³



<https://www.youtube.com/watch?v=3t3S3nDpQOg>

2020: The future is nearly here

Our 2020 report, The Dyslexic Dynamic, predicted that by 2025, machines and humans would share roles 50-50. As technology takes over the **50%** of tasks dyslexics find more challenging, the **50%** of human skills needed are an exact match for Dyslexic Thinking.

Recognising this fact, LinkedIn - the world's largest careers platform added Dyslexic Thinking as a skill in 2022. Plus, organisations like Randstad, EY, Microsoft and HSBC actively recruit Dyslexic Thinkers. British intelligence agency, GCHQ, has 4 times as many dyslexics on its apprentice scheme.



**SEE WHY
GCHQ VALUE
DYSLEXIC
THINKING
HERE**

<https://www.youtube.com/watch?v=luL7xKMnhoU>



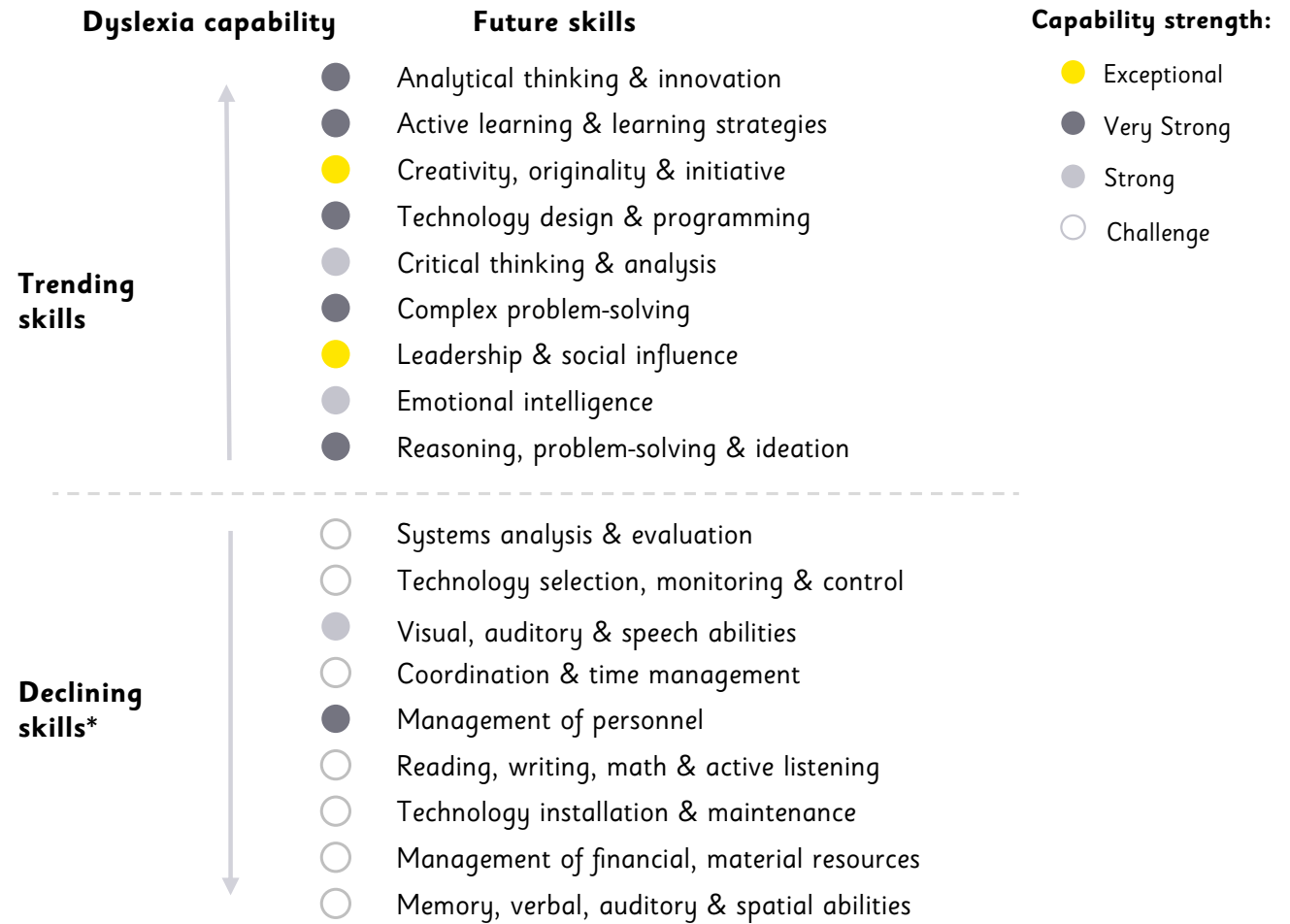
**WATCH THE DYSLEXIC
THINKING CAMPAIGN FILM**

[https://www.youtube.com/
watch?v=D5Phdr6wUMs](https://www.youtube.com/watch?v=D5Phdr6wUMs)

Dyslexia is a talent, first and foremost. And it's a talent that needs to be recognised as something that can make a fundamental shift in how organisations recruit and solve the skills shortage across the world.

Matthew Higgs, VP Randstad Sourceright.

Top future skills match dyslexic strengths



*excludes manual dexterity, endurance and precision

2023: The future has arrived!

State of Flux

With the rapid development of AI and hybrid workplaces, the world of work has evolved faster than any of us could have predicted. This, coupled with economic uncertainty and the global labour shortage, is creating a 'state of flux' for organisations right around the world. Organisations are looking harder for ways to grow their talent within, and to attract talent from outside, during a difficult and super competitive market.

Although Dyslexic Thinking offers a clear solution to the talent shortage, there is work for organisations to do. While **66%** of HR professionals feel they are meeting the needs of dyslexics in their workforce, research by Randstad Enterprise and Made By Dyslexia finds only **16%** of dyslexics feel supported in the workplace. So the time to understand Dyslexic Thinking is **NOW**.



**WATCH THE FUTURE
OF WORK DISCUSSION
FROM THE WORLD
DYSLEXIA ASSEMBLY**

<https://www.youtube.com/watch?v=yGtMuB4YhtobDcQ>



Dyslexic Thinking is a skill. It's a strength, It's a talent pool and we desperately need you. So come as you are, do what you love.

Jenny Lay-Flurrie, Chief Accessibility Officer, Microsoft.

A new era for Dyslexia & AI

The global adoption of AI provides a truly revolutionary tool for dyslexics. **72%** of dyslexics see AI tools, such as ChatGPT, as a valuable starting point for them to apply Dyslexic Thinking and drive innovation.

So, if your organisation learns how to Employ Dyslexia and empowers Dyslexic Thinking now, then you will untap the Dyslexic Thinking talent within, AND attract new Dyslexic Thinkers who have the talent to move your business forward.

We are here to help you do just that by creating **FREE** resources and training.

This is a real opportunity for employers around the world, a new era to really unleash dyslexic talent in their organisations.

Laura Powell, Global Head of Human Resources, Wealth and Personal Banking and Global Functions, HSBC.



**WATCH OUR
DYSLEXIAI FILM**

<https://www.youtube.com/watch?v=kWwNwt5tA5s>



How to **Employ Dyslexia**

Empowering Dyslexic Thinking in every workplace is simply a matter of Joining the Dots. It requires an understanding of Dyslexic Thinking, and a commitment to ensure this is adopted right across the organisation, top down and bottom up. Here's how to do it in 4 simple steps.

1 Define dyslexia as a valuable thinking skill

ADOPT a 21st Century view of dyslexia across your organisation and share this guide with every employee to encourage culture change, top down and bottom up.

SHARE our resources like our THIS is Dyslexia book, and our films and podcasts, to encourage a deeper knowledge of Dyslexic Thinking across your organisation.

TRAIN everyone in your organisation to value Dyslexic Thinking with our free training: Empowering Dyslexic Thinking in the Workplace. Available now on LinkedIn Learning.

2 Offer adjustments that enable dyslexics to thrive

ENCOURAGE all employees who are, or think they may be, dyslexic, to take our **FREE** test on our website. The results will help them, and you to understand their Dyslexic Thinking Skills and profile.

ENABLE dyslexic employees to lean into assistive technology and new technology advancements to support their Dyslexic Thinking. Offer adjustments in ways of working that enable dyslexic thinkers to thrive.

FOSTER a culture of openness and disclosure. Only by being open about being dyslexic and your strengths, challenges and needs, can managers and employees empower Dyslexic Thinking in everyone.

How to **Employ Dyslexia**

3 Tailor recruitment processes for dyslexics

ACKNOWLEDGE Dyslexic Thinking in all recruitment materials, show you value it and ensure role profiles and job adverts specify Dyslexic Thinking skills, and list it as a neurodiversity not disability.

OFFER the basics during the recruitment process – extra time, quiet rooms for tests, clear questions, different ways of presenting. Look beyond typos and spelling to see ideas and innovative thinking.

REVIEW methods of recruiting to ensure that Dyslexic Thinking is not being disadvantaged by your processes. For example, online applications and psychometric tests often play to dyslexic challenges.

4 Support ERG groups and communities

ENCOURAGE formation of ERG and affinity groups to feed the needs of dyslexic employees straight to the senior leadership team. These groups are a positive catalyst for change, providing invaluable support including mentorship opportunities.

ENGAGE with the Made By Dyslexia network to tap into our global community of organisations and their affinity groups to learn what they have found most effective in supporting their community and in driving change.

COMMUNITY engagement with our Learn Dyslexia education resources which provide valuable support for employees, their families, and children. Help us by encouraging fundraising and including us in your payroll giving.

Take our **FREE** training NOW

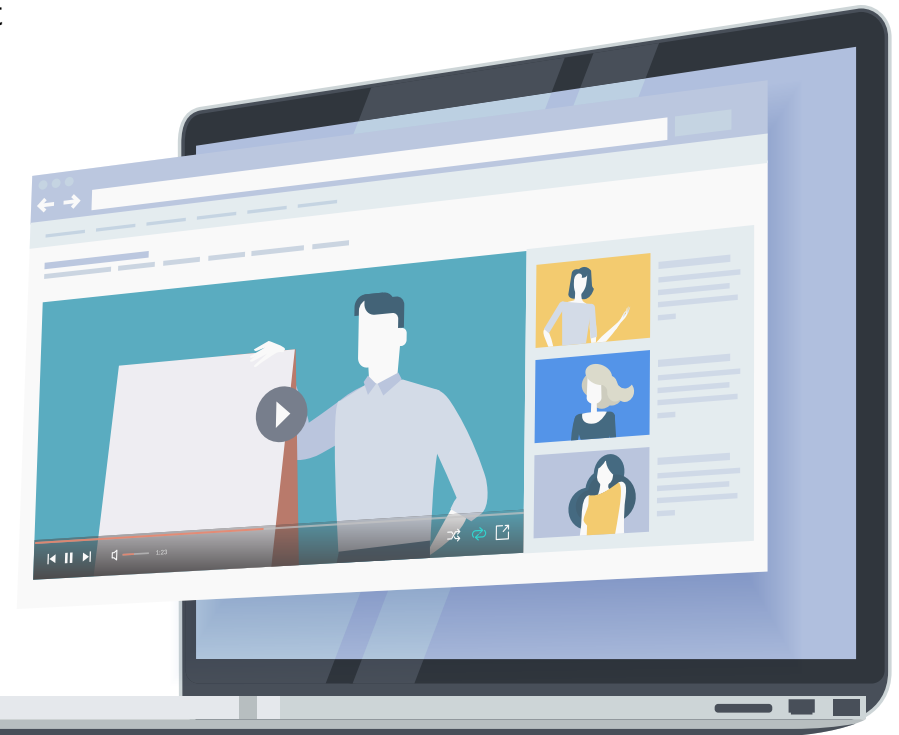
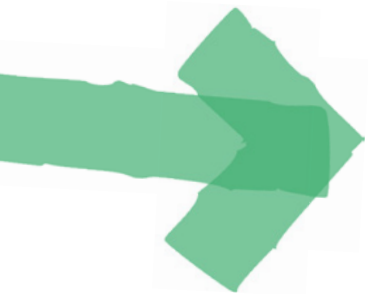
Our new, **FREE**, training: Empowering Dyslexic Thinking in the Workplace is available NOW on the LinkedIn Learning platform. You can take it as an individual, or ask your whole organisation to take it. We're asking everyone to Take An Hour To Empower Dyslexia!

The training takes just 1 hour to complete. In just 60 minutes, you can learn how to empower the Dyslexic Thinking skills that will move you and your business forward.



**TRAIN
NOW**

www.linkedin.com/learning/empowering-dyslexic-thinking-at-work



Apply for the Employ Dyslexia Badge

Organisations who have trained all key employees, AND made the training available company-wide, can apply for the **Employ Dyslexia Badge** below to show that their organisation values and **Empowers Dyslexic Thinking**.



To apply for the badge your organisation needs to:

1

Commit to train all staff in **HR, Talent, L&D** and **D&I** within the next 12 months.

2

Actively encourage **all People Leaders** to take training.

3

Make training available and promoted to **all employees**.

4

Display your Employ Dyslexia badge proudly on your website and on recruitment material.

5

Promote Made By Dyslexia in your charity giving schemes and Payroll Giving.

If you're an individual and you have taken the training, ask your whole organisation to take the training, in order to earn the Employ Dyslexia badge.

If your organisation has completed the training, you can apply for your badge at www.madebydyslexia.org/workplace

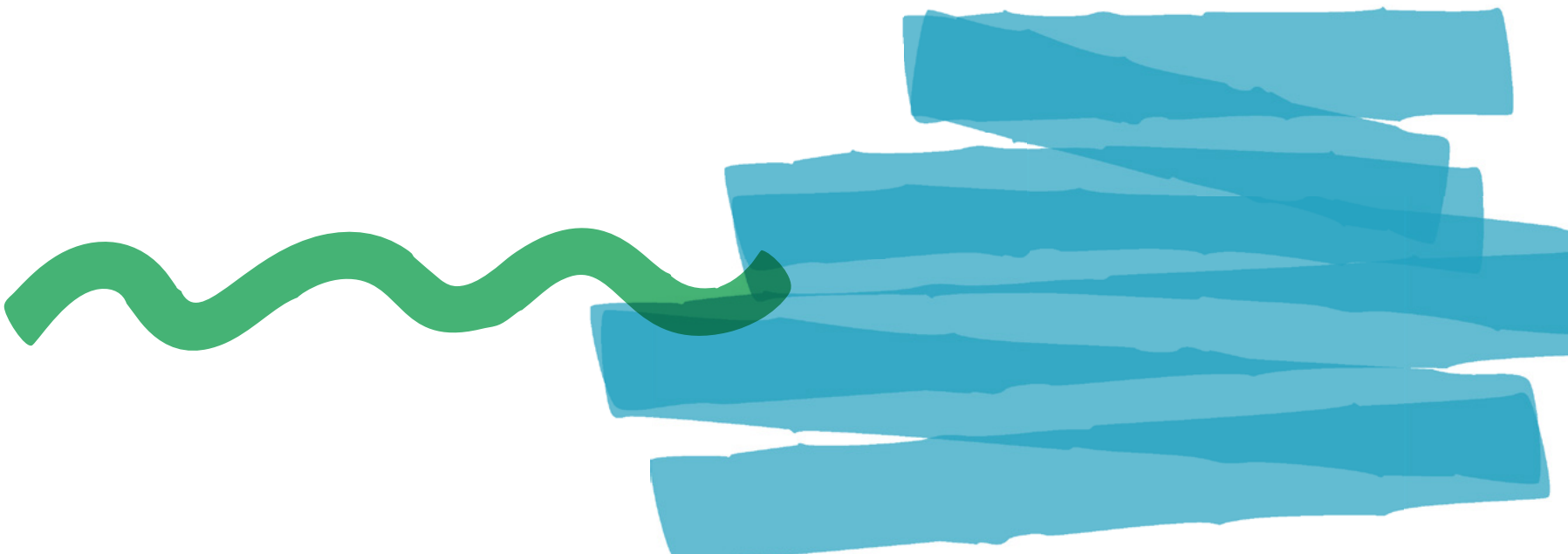
Dyslexia: strengths and challenges

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.



Top Tips from Made By Dyslexia community

The Made By Dyslexia community is the largest community of Dyslexic Thinkers in the world. On the following pages we share their top tips for success.

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

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.

Top Tips from Made By Dyslexia community

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.

5 things dyslexics may struggle with in the workplace

- 1 Information overload especially via email.
- 2 Competing or unclear priorities.
- 3 Long and complicated meetings, being asked to write on a flip chart or read aloud.
- 4 Too much information in written form – not enough visual presentation of information.
- 5 Tiredness or anxiety due to the effort of working at high pace.

Top Tips from Made By Dyslexia community

5 ways to overcome those struggles

- 1 Be upfront with colleagues and managers. Explain your dyslexic strengths and challenges.
- 2 Use assistive technology, like speech to text programmes.
- 3 Ask for reasonable adjustments in workplace assessments.
- 4 Find methods of organisation that work for you.
- 5 Have a supportive team around you with different strengths.

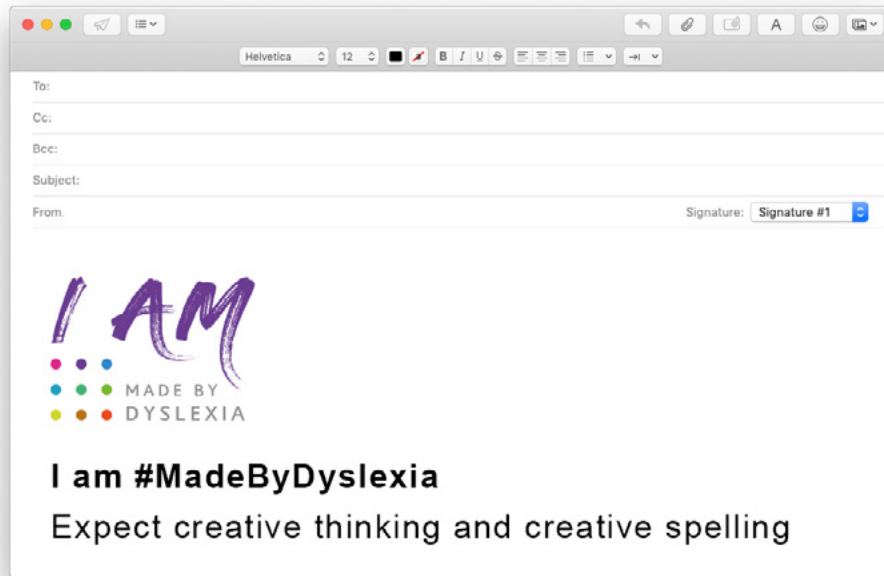
5 things dyslexics may struggle with in the workplace

- 1 Text to speech allows you to proofread documents and read long text without fatigue.
- 2 Tablets allow you to take notes and store them easily.
- 3 Automated meeting requests make arrangements easier.
- 4 Automated search and filing help you find things without having to use a complicated filing system.
- 5 Using dictation software to create documents, like Dictate or Immersive Reader in Office 365.

Top Tips from Made By Dyslexia community

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

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.



Supporting the next generation of Dyslexic Thinkers

While it's vital to empower Dyslexic Thinking in the workplace, organisations are fast-realising that Dyslexic Thinking must be spotted and supported in schools too, in order to build an efficient school to work talent pipeline to bring the next generation of Dyslexic Thinkers into the workplace.

Leading global organisations, like EY, are already taking action. Their Affinity groups have asked employees in over 20 countries to ask their children's school to Learn Dyslexia using our **FREE** training (developed with Microsoft) to create inclusive classrooms where Dyslexic Thinking thrives.

The evidence-based strategies demonstrated in the **FREE** online training are ensuring teachers are equipped with the skills they need to spot, support and empower Dyslexic Thinking.

NYC was the first city in the world to train all teachers. Other cities and states are now following.

**WATCH
THE LEARN
DYSLEXIA
FILM HERE**



<https://www.youtube.com/watch?v=ssxu75oUMBI>



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www.madebydyslexia.org/employ-dyslexia

