



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.



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.

PROMISE to train everyone in your organisation to EMPOWER DYSLEXIA with our new training released on LinkedIn in October. To create a culture change, everyone should train, regardless of level or role.



OFFER ADJUSTMENTS THAT ENABLE DYSLEXICS 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.

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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 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 feed to 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.

To become part of our Employ Dyslexia movement, or to find out more, email employdyslexia@madebydyslexia.org



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