

Intelligence 5.0 Spotlight:

Why Dyslexic Thinking is the human
skillset every business needs
– and how to hire it today



in
partnership
with



randstad
enterprise



“The world is finally waking up to the fact that **Dyslexic Thinking** is a powerful set of skills the future needs. But most recruitment processes still filter it out. This report – and the free training that comes with it – is here to change that ”

**Kate Griggs, Founder,
Made By Dyslexia**

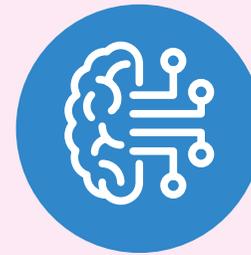
All the research agrees: Dyslexic Thinking skills are the most in-demand skills. Yet, recruitment processes filter these out.



All the research agrees – from WEF to the largest recruitment company



Dyslexic Thinking skills are the most in-demand human skills worldwide



WEF's most in-demand skills for the future are Dyslexic Thinking skills



Randstad Enterprise confirms these skills are in demand across every sector now



Yet, many recruitment processes filter dyslexic talent out



Our DyslexicU training shows you how to filter dyslexic talent in



“Among the world's largest employers, we're seeing the same demand everywhere: for creative problem-solvers, big-picture thinkers and adaptable leaders. These are **Dyslexic Thinking** skills. It's time for hiring to evolve so we stop overlooking this talent and start enabling it ”

**Mike Smith, Chief Executive,
Randstad Enterprise**

The skills your business needs – and why your hiring process is missing them

As we enter the Fifth Industrial Revolution, powered by humans and AI working together, the skills needed to thrive are shifting fast. According to the World Economic Forum's Future of Jobs Report 2025 and Randstad Enterprise's global research, the most in-demand skills across every sector are human: creativity, leadership, problem-solving, and emotional intelligence.

These are Dyslexic Thinking skills.

Yet, most hiring systems are still designed to filter them out.

This new Intelligence 5.0 Spotlight report – drawing on Randstad Enterprise's research and our global Intelligence 5.0 study, and now aligned with the World Economic Forum's Future of Jobs 2025 – makes a clear case: Dyslexic Thinking is a business-critical skillset.

It exposes the gaps in traditional recruitment and offers a practical, skills-first solution to help organisations attract, recognise, and unlock the talent they truly need to thrive.

“ Every business must do what it can to attract Dyslexic Thinkers ”

Richard Branson,
Virgin Group

What is Dyslexic Thinking?

A distinct set of cognitive skills – including creativity, visualisation, problem-solving, communication, and big-picture thinking – often found in people with dyslexia. These abilities are increasingly valued in today's and tomorrow's workplaces.

Now recognised as a skill on LinkedIn and in the dictionary:

dyslexic thinking

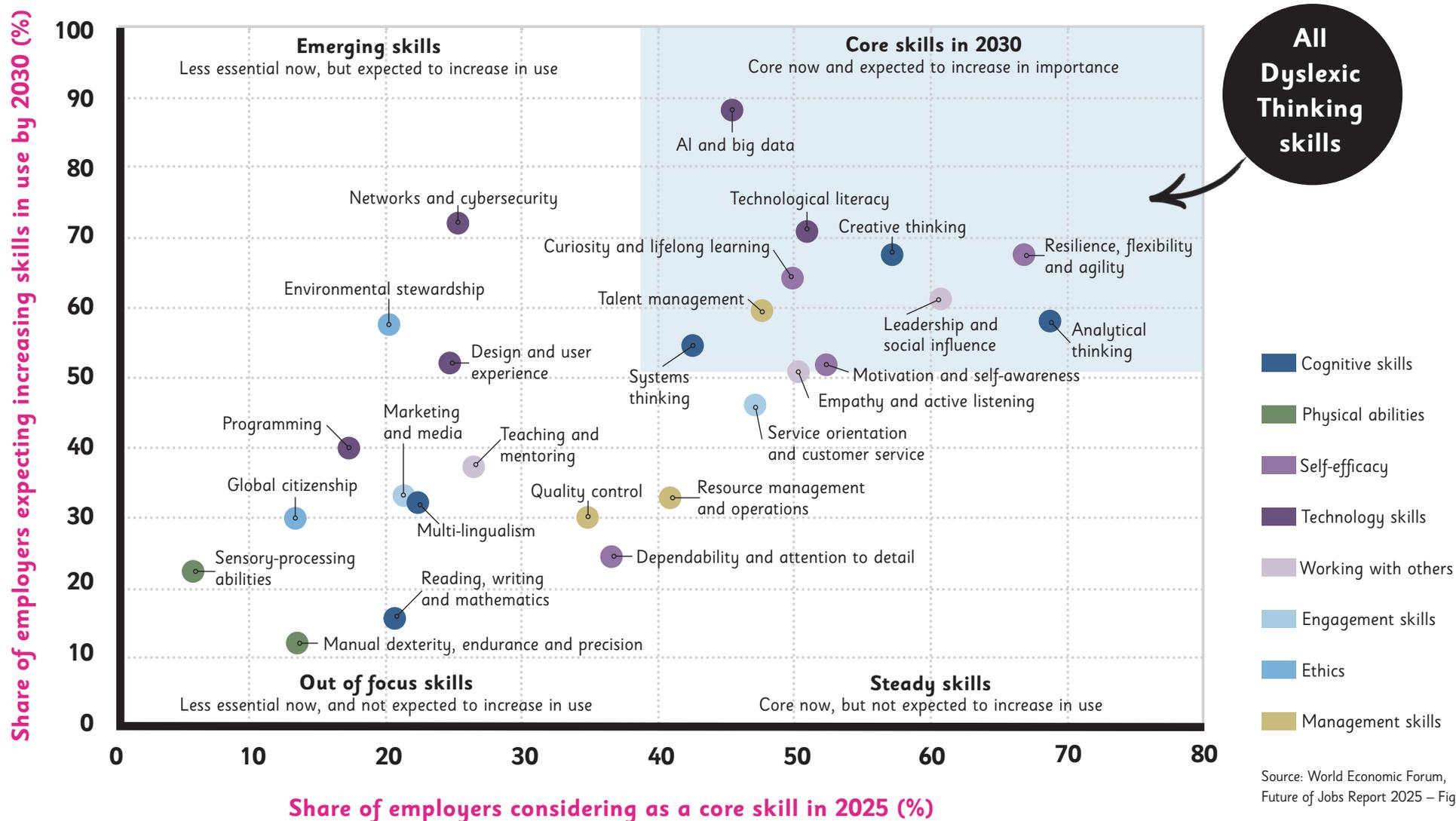
[dis-lek-sik thing-king] Phonetic (Standard) IPA

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 are the skills of the future

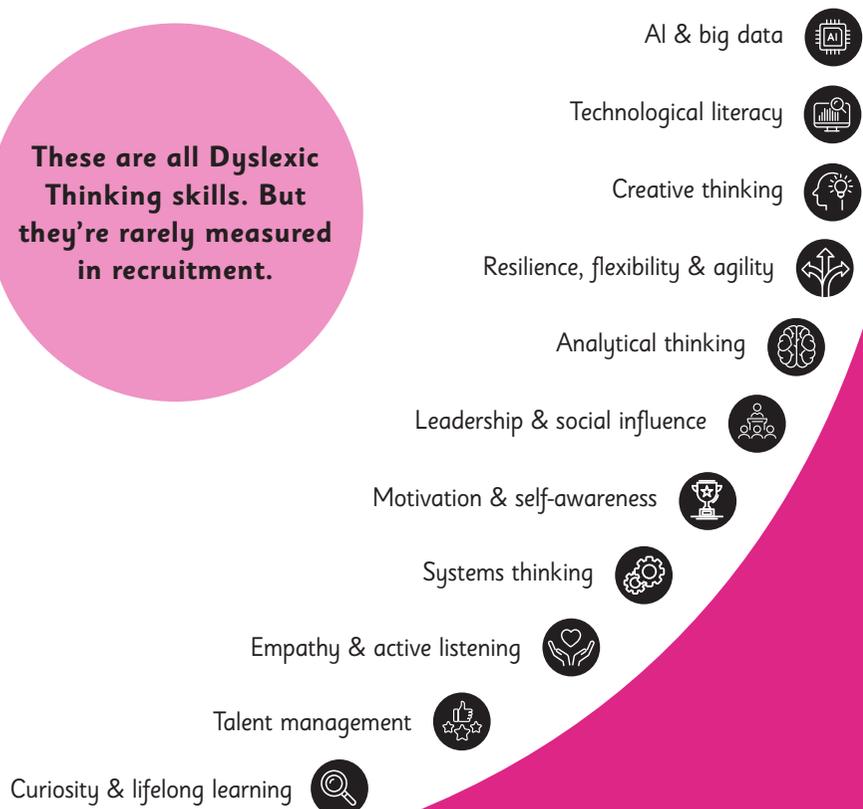
World Economic Forum: Core Skills in 2030



The skills the future needs – but hiring still misses

Skills rising in importance by 2030 – core to future-ready roles

These are all Dyslexic Thinking skills. But they're rarely measured in recruitment.



Source: World Economic Forum, Future of Jobs Report 2025

The World Economic Forum identifies 5 human-centric skills as the most sought-after now – and rising in importance through 2030:



Analytical thinking



Resilience, flexibility & agility



Creative thinking



Motivation & self-awareness



Curiosity & lifelong learning

These are Dyslexic Thinking skills – and they're exactly what employers say they need most.

It's time to start recognising them and hiring for them.



**Find out more about
Dyslexic Thinking skills**



These skills aren't just future-ready – they're needed now

Research from Randstad Enterprise, the world's largest recruitment company, confirms that the most in-demand skills across all jobs, in all sectors, are all Dyslexic Thinking skills:



Creative thinking



Communication & interpersonal skills



Adaptability & resilience



Complex problem-solving

The skills employers need are already found in Dyslexic Thinking

The World Economic Forum, Randstad Enterprise, and Made By Dyslexia all agree: the most valuable workplace skills – now and in the future – are uniquely human and are all Dyslexic Thinking skills.

“ If Dyslexic Thinkers have the skills every organisation needs – and talent is in short supply – that should be a wake-up call to reshape recruitment ”

Matt Higgs, VP Global Partnerships – Made By Dyslexia, Randstad Enterprise

“ Dyslexics simplify complexity, spot patterns others miss, and connect ideas at extraordinary speed ”

Anne Keast-Butler, Director, GCHQ

What this means for your business:

AI is transforming work. But it works best in partnership with human thinking.

Dyslexic Thinking brings creativity, big-picture ideas, and problem-solving. It's the perfect partner for AI.

To move forward, businesses need both – and must start hiring for the human strengths that drive innovation, the ones machines can't replicate.

The World Economic Forum predicts that 59% of workers will need reskilling by 2030. But many of the most in-demand skills are already natural strengths of Dyslexic Thinkers.

The real challenge isn't upskilling – it's changing how we hire.

Why traditional hiring still filters Dyslexic Thinkers out

Dyslexic Thinkers have the skills workplaces need most, but traditional hiring still filters them out.

These outdated processes reward skills AI can already do – and overlook the ones that matter.

- **3 in 4 dyslexics say the recruitment process puts them at a disadvantage**
- **79% say it doesn't allow them to show what they can do**

Why? Because job descriptions, psychometric tests and application pathways were built for speed and scale – not for spotting different thinking.

Every company has the power to evolve its hiring process. By putting skills first, you can attract, recognise and empower Dyslexic Thinkers.

“It's vital our recruitment processes filter Dyslexic Thinkers in, not push them out”

**Nikki Humphrey,
Chief People Officer,
Virgin Group**

Skills-based hiring: the game-changer

The World Economic Forum calls skills-based hiring a business transformation strategy – one that addresses labour shortages, productivity gaps, and equity.

By focusing on what someone can do, not how they got there, skills-based hiring uncovers overlooked talent and better predicts performance.

“The need and the opportunity to put skills first have aligned. For bold leaders, the result is business transformation”

**World Economic Forum
Putting Skills First report,
2024**

Deloitte found that skills-based organisations are:

57%

**better at
navigating change**

52%

**more
innovative**

98%

**more likely to retain
high performers**

Effective for Industry 5.0

Skills-based hiring

Future-ready for Industry 5.0

- Finds Dyslexic Thinking strengths
- Predicts job performance
- Reduces bias
- Speeds up hiring
- Improves candidate experience
- Increases retention



Outdated

Traditional hiring

Outdated and holding talent back

- Misses Dyslexic Thinking skills
- Relies on qualifications & credentials
- Can't predict real-world performance
- Slower, more biased
- Filters out great candidates
- Poorer fit, higher turnover



Hiring for skills is **5x more predictive** of job performance than hiring based on education (McKinsey)

“ A skills-based hiring approach levels the playing field – not just for dyslexic candidates, but for everyone ”

Laura Powell, Global Head of People, HSBC

Why skills-based hiring works

Organisations using it report:

35%

lower turnover
(LinkedIn)

5x

better job fit
(McKinsey)

15-20%

more diverse hires
(WEF)

96%

retention
(Cisco)

41%

productivity gains
(Unilever)

57%

better at navigating change
(Deloitte)

52%

more innovative
(Deloitte)

Take action: Learn how to hire Dyslexic Thinking

Dyslexic Thinking is the talent advantage every organisation needs – but most hiring processes still filter it out.

That's why Made By Dyslexia and Randstad Enterprise have created **DyslexicU: Hiring Dyslexic Thinking Talent** – a free, practical course for hiring managers, HR teams and business leaders.

This short training gives you the tools to:



Evaluate and evolve your recruitment process



Take simple steps to attract, empower and retain Dyslexic Thinking talent



Hire for the skills that will move your business forward

What you can do now: 6 simple steps

1

Attract: Show you value different thinking in your brand, job ads, and messaging

2

Apply: Offer different ways to apply

3

Screen: Filter in dyslexic talent, not filter it out

4

Interview: Allow Dyslexic Thinkers to show their best selves

5

Assess: Take a skills-first approach to assessment

6

Onboard: Set Dyslexic Thinkers up to thrive



Scan to start

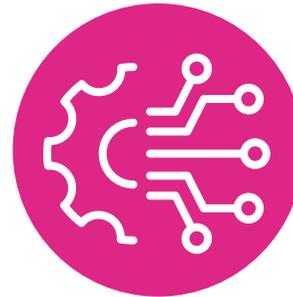
Want more detail?
Take our free training course:
**DyslexicU: Hiring Dyslexic
Thinking Talent**

The skills you need are already here

AI is transforming work, but it's human brilliance that will shape what comes next. Creativity, big-picture thinking, and innovation can't be automated. Dyslexic Thinking delivers all three.

Backed by global research, we now know these are the very skills employers need most. But traditional hiring still filters them out.

It's time to change that.



To unlock Dyslexic Thinking, you need to hire differently

That means designing recruitment processes that attract, assess, and retain dyslexic talent, not overlook it.

The opportunity is clear.

The talent is here.

Now it's time to unlock it.

Hire it. Don't miss it.



● ● ●
● ● ● MADE BY
● ● ● DYSLEXIA