



dyslexia

a quick-reference resource

dyslexia

[dis-**lek**-see-uh] *noun*

Dyslexia is a neurodivergent condition that impacts how someone perceives visual or auditory information. This can lead to difficulties with reading, writing and spelling, but can also affect aspects of information-processing, concentration and attention.



did you know?

Around
10% of the UK
population have
dyslexia¹

19% of UK
entrepreneurs and 3% of
UK corporate managers
report as dyslexic
(Logan, 2001)²

**‘Dyslexic
Thinking’** entered the
dictionary in 2022⁴ and is
defined as:

*“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.”*

Since 2022,
‘Dyslexic Thinking’ has
been recognised as a
vital skill by
LinkedIn³

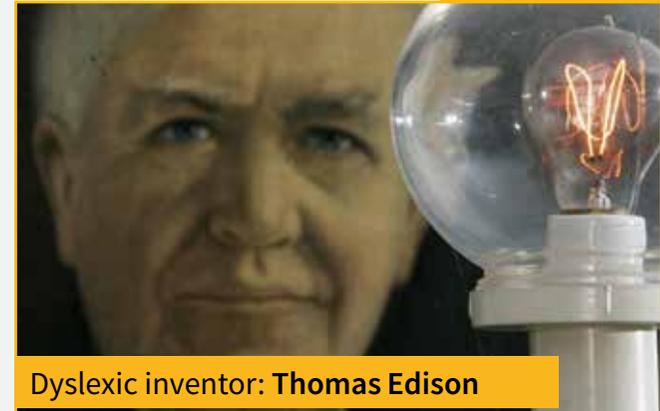
dyslexia

strengths

- » Creativity
- » Strong visual memory
- » Adaptability
- » Holistic thinking
- » Problem solving skills
- » Entrepreneurial spirit

challenges

- » Reading and writing tasks
 - » Time management
 - » Spelling and grammar
 - » Organisation skills
 - » Memory challenges
- » Self-esteem and confidence



Dyslexic inventor: **Thomas Edison**



Dyslexic painter: **Leonardo da Vinci**



Dyslexic architect: **Lord Norman Foster**

dyslexia

in the workplace

How can you support a dyslexic person in the workplace?

- Encourage all colleagues to share their **communication preferences** with you and their team.
- When conveying information, opt for **clear** and **concise** language, avoiding unnecessary jargon or acronyms.
- Written communication should be well-organised, with **bullet points and headings** to enhance readability – align to the [Dyslexia Style Guide](#).
- Provide important information through **multiple communication channels**, such as verbal communication alongside written instructions.

Examples of reasonable adjustments:

- Providing **extra processing time** for written tasks can help with time pressure and work quality.
- Where possible, **demonstrating** tasks in real time can help to consolidate understanding.
- Break tasks down into **smaller chunks**.
- Provide instructions and important information in a **format that suits the individual** so they can refer back to this to reduce their reliance on memory.
- Offer **assistive technology** tools such as speech-to-text software, mind-mapping software or virtual note-takers, for example:



Dragon



Grammarly



Otter.ai



Read&Write



MindMeister

REFERENCES

¹ [NHS Overview Dyslexia \(last reviewed March 2022\)](#)

² [Dyslexic Entrepreneurs: The Incidence, Their Coping Strategies and Their Business Skills, Julie Logan, Cass Business School \(2009\)](#)

³ [Dyslexic Thinking is Now Officially Recognised as an Official Skill, Kate Griggs, LinkedIn \(March 2022\)](#)

⁴ [Dyslexic Thinking, dictionary.com](#)

auticon is a social enterprise with the mission to **address the inequalities** in employment for **neurodivergent** adults.

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