



dyspraxia

a quick-reference resource

dyspraxia

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

Dyspraxia is a neurodevelopmental condition that affects the way the brain processes and transmits information. This results in differences in gross and fine motor skills, physical coordination, posture, balance and spatial awareness.

It is a form of Developmental Coordination Disorder (DCD). While DCD refers to the umbrella term for motor coordination difficulties, dyspraxia specifically refers to challenges around planning, organising and carrying out movements in the right order in everyday situations.¹

There are three different types of dyspraxia:

- **Motor** dyspraxia impacts skills like writing and dressing
- **Verbal** dyspraxia impacts speech production or articulation
- **Oral** dyspraxia impacts movements of the mouth and tongue

These can exist in isolation or in combinations.



did you know?

Dyspraxia occurs in
between
3-10%
of the population^{1,2}

Dyspraxia often co-occurs with other neurodivergent conditions, such as autism (often shared sensory and social interaction challenges) and dyslexia (about **50%** of dyslexic children also show signs of dyspraxia).³

Many dyspraxic individuals may find that having a favourite physical activity where they transcend their motor challenges (e.g. dancing) can be a great asset for confidence and recharging, although this is very individual.

Dyspraxia is more than being clumsy; it effects organisation, planning, and learning new skills.⁴ Avoid using clumsy to describe dyspraxia and don't 'diagnose' anyone for being clumsy.

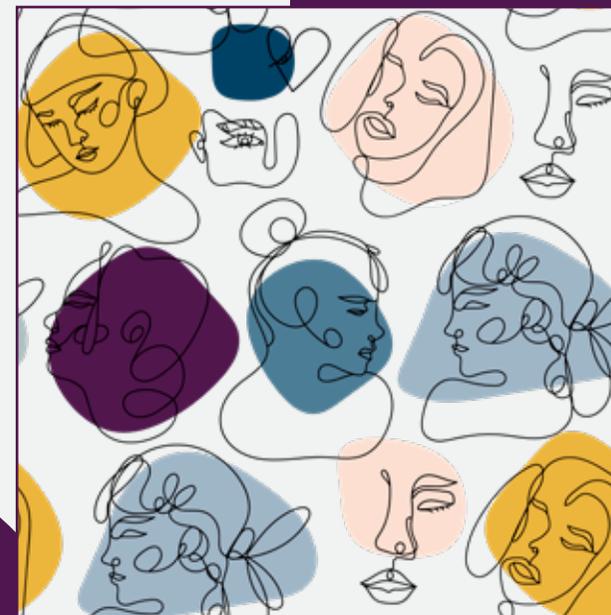
dyspraxia

strengths

- » Strategic thinking
- » Problem-solving
 - » Empathy
- » Lateral thinking
 - » Creativity
- » Strong work ethic
 - » Determination
- » Auditory skills (e.g. music; poetry; learning languages)

challenges^{5,6}

- » Navigating space (e.g. might bump into things)
- » Use of certain equipment (e.g. keyboard)
 - » Challenges with fine motor skills (e.g. handwriting, zips, buttons, laces)
- » Challenges with gross motor skills (e.g. walking; running)
 - » Harder to organise thoughts
 - » Planning
 - » Concentration
 - » Short-term or working memory
 - » Sensory processing
 - » Social interaction skills



dyspraxia

in the workplace

How can you support a dyspraxic person in the workplace?

- Be **patient** and flexible as tasks that require coordination or fine motor skills may take a dyspraxic individual longer.
- Implement assistive technologies such as **ergonomic tools** (e.g. adaptive keyboards and mice) to aid in fine motor control, speech-to-text software to support writing challenges, and task management apps to assist with organisation.
- Ergonomic furniture (e.g. adjustable chairs and desks) or **rearranging office space** to reduce discomfort.
- The term '**clumsy**' is sometimes used to describe dyspraxic behaviour. It is important to **avoid using such terms** as they can be viewed as **derogatory** and avoiding making broad assumptions that 'clumsy' behaviour is a sign of dyspraxia.

Examples of reasonable adjustments:^{2,5}

- **Extra time** to complete some tasks.
- Give **advance notice** of expected contributions in meetings to allow someone to prepare a script, if needed.
- Providing **instructions** in writing.
- **Flexible** dress codes to allow for clothing that doesn't require challenging fine motor skills.
- Flexible / **hybrid** working.
- **Sensory** adjustments (e.g. specific office space meeting sensory needs) and equipment (e.g. noise-cancelling headphones; orientation aids).
- Support for **structuring** time and **prioritising** tasks.
- Providing **assistive technology**.

OFFICIAL DYSPRAXIA ASSOCIATIONS

[ROI: Dyspraxia DCD Ireland](#)

[UK: Dyspraxia Foundation](#)

REFERENCES

¹ [Dyspraxia Foundation – Guidelines for Employees](#)

² [Employment – Dyspraxia Foundation](#)

³ [Learningdisabilities.org.uk](#)

⁴ [The Conversation: What is Dyspraxia and how is it different to clumsiness?](#)

⁵ [Dyspraxia in the workplace – a thinking differently at work GMB Union guide](#)

⁶ [Working with Dyspraxia – A Hidden Asset - Dyspraxia Foundation](#)

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

To find out more about our work visit us online or on your preferred social media:



[@auticon_uk](#)



[@auticon-ltd](#)



[auticon.com/uk](#)