



Unleashing Potential News - Dyslexia

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With the last newsletter was a request for your questions. They have started coming in. One area that came up several times was how to recognise dyslexia at work.

As much as I would like to give you a simple answer, there isn't one because every dyslexic person experiences different characteristics and learns to deal with them differently.

People use their intelligence and abilities to devise 'work arounds' or choose work that means they avoid issues as much as they can. People with dyslexia are no different in this respect - they're often just more adept at it.

Listed below are a few examples which I have come across. This is by no means a comprehensive list. Neither is it to say that people who exhibit these traits and characteristics are necessarily dyslexic. For instance, taking an example of presentation equipment failure, it is possible that a person who does this is simply terrified of speaking in public and has devised a way of avoiding it.

What is important is not so much the avoidance or limitation tactic for one aspect of how they do their work, but in the trends that can be seen across several areas of their work. Using the previous example, it may be that they repeatedly ask similar questions in how the mathematical data is compiled, or can't handle any questions on the compilation of the material - despite doing it over and over and when also coupled with poor time management generally; or repeated reluctance /

difficulty to do background reading and research.

Managers who ask their staff to read reports then discuss the contents with them - maybe used as a 'developmental activity';

Staff who never seem able to meet deadlines, especially for reports and materials for presentations and when it arrives it's poor in spelling or grammar, but are otherwise highly effective in their practical work;

Staff who have regular equipment failures when it involved producing some form of written work or presentation;

Staff who never complete a task easily or on time, or do so in a hurried way, often with a number of errors - often referred to as sloppy work;

Staff who, when in a meeting can't read and assimilate information presented at the time for immediate discussion;

Meeting participant who get flustered and cannot answer questions around how statistical data is compiled, or make obvious errors in calculations, even though it is a regular part of the role.

Further Information

www.unleashing-potential.co.uk

To discuss specific cases in confidence and bookings:

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