

## Condition:



# Dyslexia

## Covered in this fact sheet

What is Dyslexia?	1
Dyslexia and work	2
How do I know if I have Dyslexia	4
Causes of Dyslexia	4
Talking to your GP regarding Dyslexia	4
Treatments	5
Self Management	5
Useful links	6

## What is Dyslexia?

Dyslexia is a learning difficulty that can cause problems with reading, writing and spelling. It does not affect your intelligence. It is a life-long problem that can cause challenges on a daily basis – however there is a lot of support now available.

# Dyslexia and Work

Dyslexia is a common condition and most employers will be aware of what it is and what possible restrictions this may cause.

It may be that you need some extra time to complete certain tasks at work due to reading and writing difficulties. Your employer should make allowances for this.

Through Access To Work, if your job role is going to involve, e.g., lots of writing, computing, organisation, then it may be possible to claim a grant to help pay for aids at work which could help you carry out your job role more effectively. They can also offer a support worker to help you within the workplace.



**Speak to your employer to ensure they are aware of your potential difficulties.**

## Reading Difficulties

**Reading is a key feature of many work roles – the following technique can help SQ3R – this stands for Scan, Question, Read, Remember, Review:**

- Scan** look through the text quickly for key words, not ignoring any illustrations, diagrams or graphs. Important information is often highlighted in a text box or in bold or italics
- Question** ask yourself what information you hope to get from your reading
- Read** read the text fully
- Remember** write down the main points
- Review** read again to check if you have remembered correctly

## Writing difficulties

**Writing a report for work can present a challenge but below is a coping strategy to use:**

- Make a PLAN. Decide what you want to say.
- Set deadlines for yourself.
- Allot time for reading and research; writing; revision; printing and time for unforeseen events.
- Write your plan down on a time sheet and stick to it.
- Organise your thoughts.
- Reports or essays have a recognised format: Introduction; Discussion; Presentation of facts; Conclusion; Recommendations and References.

## Memory problems

**The following tips may be helpful for learning and remembering information:**

- Choose the right time of day for you
- Choose the right place
- Link facts to other details you already know, or which interest you.
- Make links for yourself and your life
- Store information in small chunks
- Use mnemonics, a rhyme or phrase which helps you remember something.
- It is easier to remember things which are unusual
- Attach colours or pictures to information Draw a concept/mind map or diagram showing the key ideas
- Revise the information you want to remember.

## Other workplace adjustments:

Coaching, when delivered from a person-centred approach, encouraging you to self-reflect and develop autogenic strategies, is effective as an adjustment in the workplace.

## How do i know if I have Dyslexia?

Each individual with dyslexia will have strengths and weaknesses unique to them. Some of the symptoms include:

### Delayed speech

Difficulty in learning letters of the alphabet (in younger children)

Problems learning the names and sounds of letters

Putting letters and numbers the wrong way round, such as; "6 and 9", "b and d".

### Slow writing speed

Poor handwriting

Poor phonological awareness

Difficulty planning and writing essays

Poor spelling

Struggling with deadlines

## What causes Dyslexia?

The exact cause of dyslexia is unknown but often runs in families. It is suggested that it could be inherited from your parents.

## Talking to you GP/Health professional

The earlier dyslexia can be diagnosed, the more effective educational interventions will be. However, diagnosing in small children is difficult as symptoms are often not obvious. On this basis you may have had your dyslexia diagnosed as a child but if not complete a screening check available here:

...and if you then have some evidence speak to your GP about support.

## Treatments

There is no medication for individuals who have dyslexia. However there are interventions that can help.

## Self-Management



### Keep Learning

Using a multi-sensory approach to learning can be helpful. For example, you could use a digital recorder to record a lecture, and then listen to it as you read your notes. It can also be useful to break large tasks and activities down into smaller steps.

Learn memory strategies to support your effectiveness.



### Take notice

Anxiety can be a key issue so make sure you find ways to relax and manage your stress such as relaxation and mindfulness.



### Connect

Sometimes your low self-esteem can impact on your social interactions so make sure you find ways to meet people and connect.



### Be active

Core muscle exercises can also be beneficial for dyslexic people. They are great for improving eye-text tracking. As a result reading should become a more comfortable and less tiring process.

## Useful links

## Helplines

British  
Dyslexia  
Association  
**0333 405 4567**