

# **Adult Dyslexia & Neurodiversity**

## **General Information**

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The  
British  
Psychological  
Society

Chartered Psychologists

## About Us

Fitzgibbon Associates is a long-established firm of business psychologists with expertise in the diagnosis and practical workplace management of dyslexia and other neuro-diverse<sup>1</sup> disabilities.

Our psychological services are provided by experienced business psychologists all of whom are British Psychological Society (BPS) Chartered Psychologists, and Practitioner Psychologists registered with the Health and Care Professions Council (HCPC)

We provide:

- Consultancy services on adult dyslexia and neuro-diversity.
- Dyslexia and Neuro-diversity Awareness training for managers, HR professionals, and Diversity & Inclusion specialists.
- Specialised Cognitive Skills Coaching for employees with dyslexia and other neuro-diverse disabilities.
- Diagnostic Assessment.
- Workplace Needs Assessment.

## Consultancy Services

We provide advice, guidance and opinion on any aspect of dyslexia and neurodiversity in the workplace.

Over the years we have advised many public and private organisations on a range of issues concerning dyslexia and neuro-diversity; we have also provided expert reports and testimony for the courts in disability discrimination hearings.

Some of the most common dyslexia and neuro-diverse issues on which we have been consulted include:

- Reasonable Adjustments (Equality Act, 2010) that can be made to: day-to-day work activities; examinations and assessments for professional development; job selection processes; disciplinary procedures and annual appraisals.
- Strategies for improving employee work performance, confidence & personal effectiveness.
- Coaching, mentoring and training for Line Managers of employees with neuro-diverse disabilities.
- Diagnostic assessments and workplace needs assessments.



## Dyslexia & Neuro-diversity Awareness Training

This workshop is for Managers, Supervisors, HR professionals and Diversity & Inclusion specialists.

The workshop provides practical guidance on how to: recognise dyslexia and other neuro-diverse conditions; support employees who have these disabilities; and, make workplaces more inclusive for the estimated 10% to 15% of the workforce who are dyslexic or have some other neuro-diverse disability.

### Workshop Objectives:

- Provide clear explanations of dyslexia and neuro-diversity.
- Outline how dyslexia and neuro-diverse disabilities impact, both negatively and positively, on work performance.

### Workshop Content:

- Definitions of dyslexia and neuro-diversity.
- Typical strengths and weaknesses of dyslexic and neuro-diverse employees.
- Gender differences.
- The Equality Act (2010) & Reasonable Adjustments.
- Barriers to employee disclosure of disability.
- Strategies for creating disability-friendly workplaces.

## Cognitive Skills Coaching

This specialised coaching intervention is designed for Adult Dyslexics and other disabled employees.

Cognitive skills coaching is tailored to individual needs and can address a range of information processing failures that are associated with neuro-diverse disabilities, most notably the short-term memory weakness that characterise dyslexia.

The goal of cognitive skills coaching is to improve work performance functioning in key skill areas such as:

- Retaining information presented verbally or in writing, e.g. tracking what is said in conversations or meetings.
- Talking fluently and succinctly, e.g. 'getting to the point'.
- Maintaining focus and attention, e.g. working without being distracted.
- Critical thinking & decision making, e.g. prioritising tasks.
- Meeting deadlines & completing work in a reasonable time

## Diagnostic Assessment

The objective of diagnostic assessment is to identify whether a person is dyslexic or has some other neurodiverse condition, e.g. dyspraxia.

The assessment is conducted by a Chartered Psychologist and involves:

- Administration of the Wechsler Adult Intelligence Scale (WAIS-IV), which is a battery of tests that measure thinking skills.

N.B. The WAIS-IV is generally acknowledged to be the most reliable and accurate method for diagnosing dyslexia and some other neurodiverse conditions in adults and it is a 'closed-test', which means it can only be used by Chartered Psychologists.

- Psychometric testing of literacy and numeracy skills.
- Screening checklists
- Completion of a detailed personal history questionnaire examining social, medical, developmental, educational and employment experiences.

The collected information is processed into a report that identifies whether or not a disability is present; the findings are presented in a written report that is normally ready within 10 working days after all the assessment date.

The assessment process takes about 3 hours to complete.

## Workplace Needs Assessment

Dyslexia and other neurodiverse disabilities often undermine a person's work effectiveness and can cause the person significant anxiety; the purpose of workplace needs assessment is to identify how such individuals can be supported so they do not continue to be disadvantaged by virtue of their disability.

Support mechanisms designed to remove disadvantages arising from neurodiverse disabilities are known as 'adjustments' and employers have a legal duty (arising from the Equality Act 2010) to make 'reasonable adjustments', i.e. according to the Statutory Code of Practice on Employment...

*"The duty to make reasonable adjustments is a cornerstone of the Equality Act and requires employers to take positive steps to ensure that disabled people can access and progress in employment."*

Precisely what constitutes a 'reasonable' adjustment varies according to the employer's circumstances - what we do is provide our best judgement of what is practical and appropriate in the particular circumstances. NB guidance on what constitutes good practice in relation to making reasonable adjustments is provided in the Statutory Code of Practice in Employment.

Our Workplace Needs Assessment process involves interviewing the employee and (when appropriate) their line manager. The psychologist conducting the assessment will also make observations of the physical and social work environment and examine work samples and any relevant documentation, such as appraisal forms, when they are available.

The information gathering part of the assessment normally typically takes about three hours. The collected information is processed into a report that outlines the practical changes, (reasonable adjustments) that can be made by the employer (and the employee) to improve the employee's overall work effectiveness and efficiency.

## Client List

Arcadia  
BBC  
BT  
CBI  
Crown Prosecution Service  
Department of Communities and Local Government  
Department for Environment, Food & Rural Affairs (DEFRA)  
Department of Health  
Department of Justice  
Department for Transport  
Department of Work and Pensions  
European Bank of Reconstruction and Development  
Fitch Ratings  
Guy's & St Thomas NHS Foundation Trust  
Hiscox  
Imperial College Healthcare NHS Trust  
King's College Hospital NHS Foundation Trust  
Liverpool Victoria (LV=)  
Ministry of Defence  
National Union of Students  
Oxfordshire County Council  
Royal Academy  
Royal Bank of Scotland  
Royal Air Force  
Sainsbury's  
Shell  
Siemens  
The Cabinet Office  
The Home Office  
The Royal Society  
The Royal Academy of Engineering  
University of West London  
Whipps Cross University Hospital