



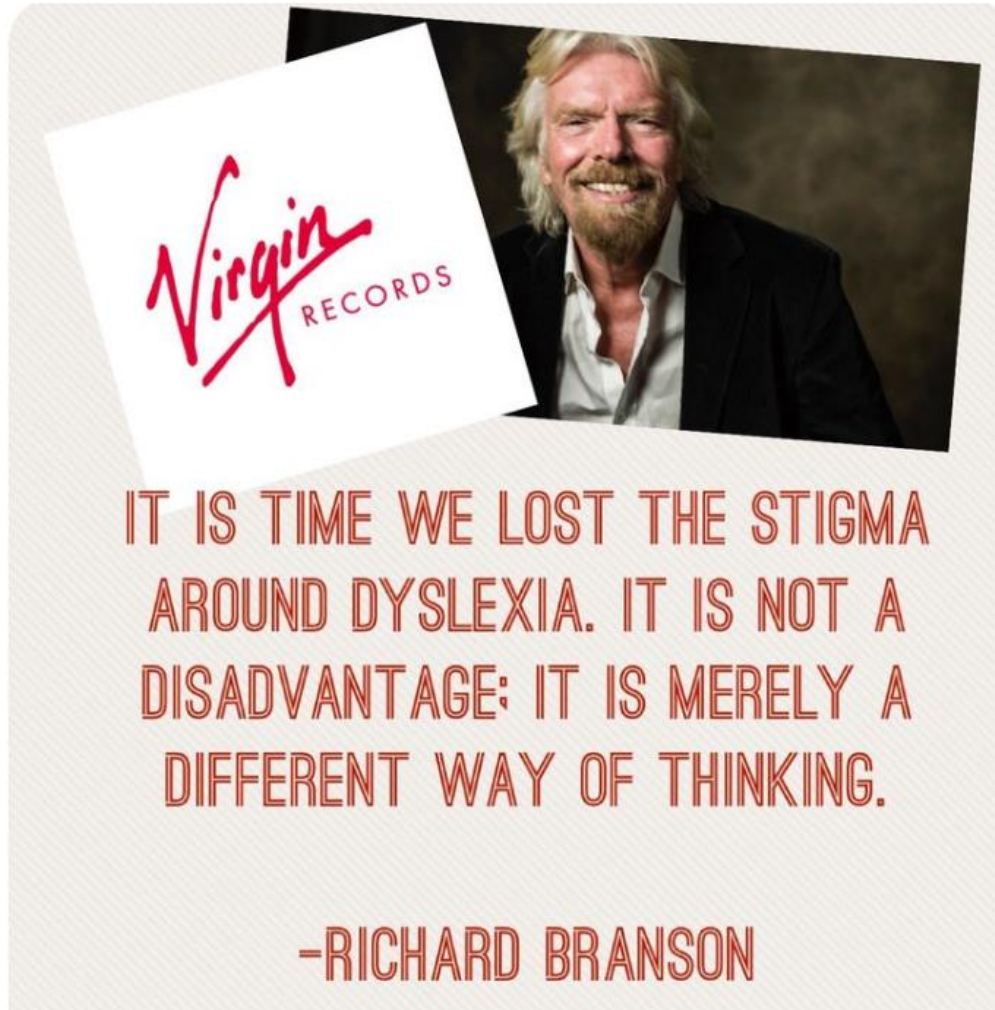
COGNITIVE & NEURODIVERSITY ZONE

TONI CLARKSTONE

THE WORLD SEES DYSLEXIA AS A DISADVANTAGE.

IT'S NOT





MY STORY

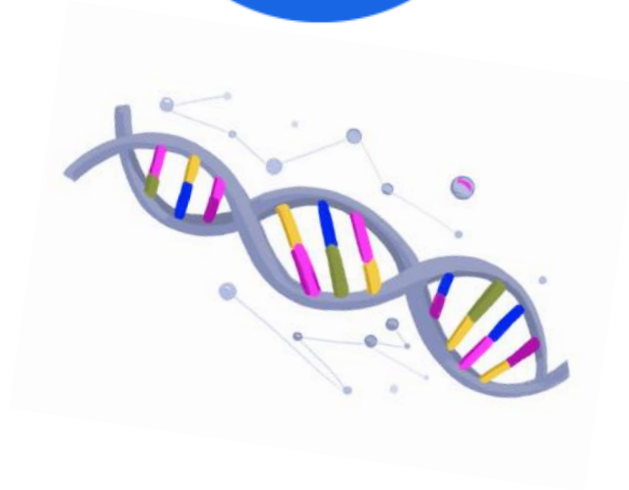


10 FACTS THAT EVERYONE NEEDS TO KNOW ABOUT DYSLEXIA



As many as **1 in 5** people are dyslexic

2



Dyslexia is **genetic**, so it can run in families

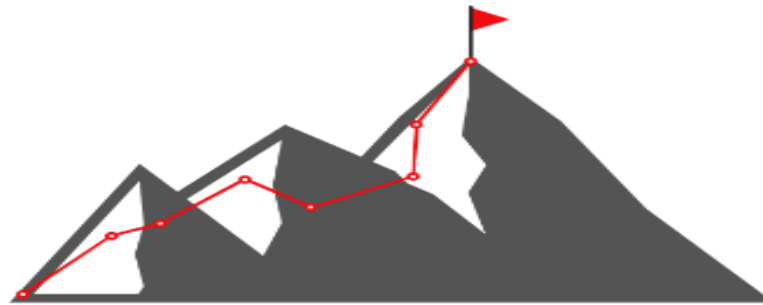


Dyslexic brains **process** information differently

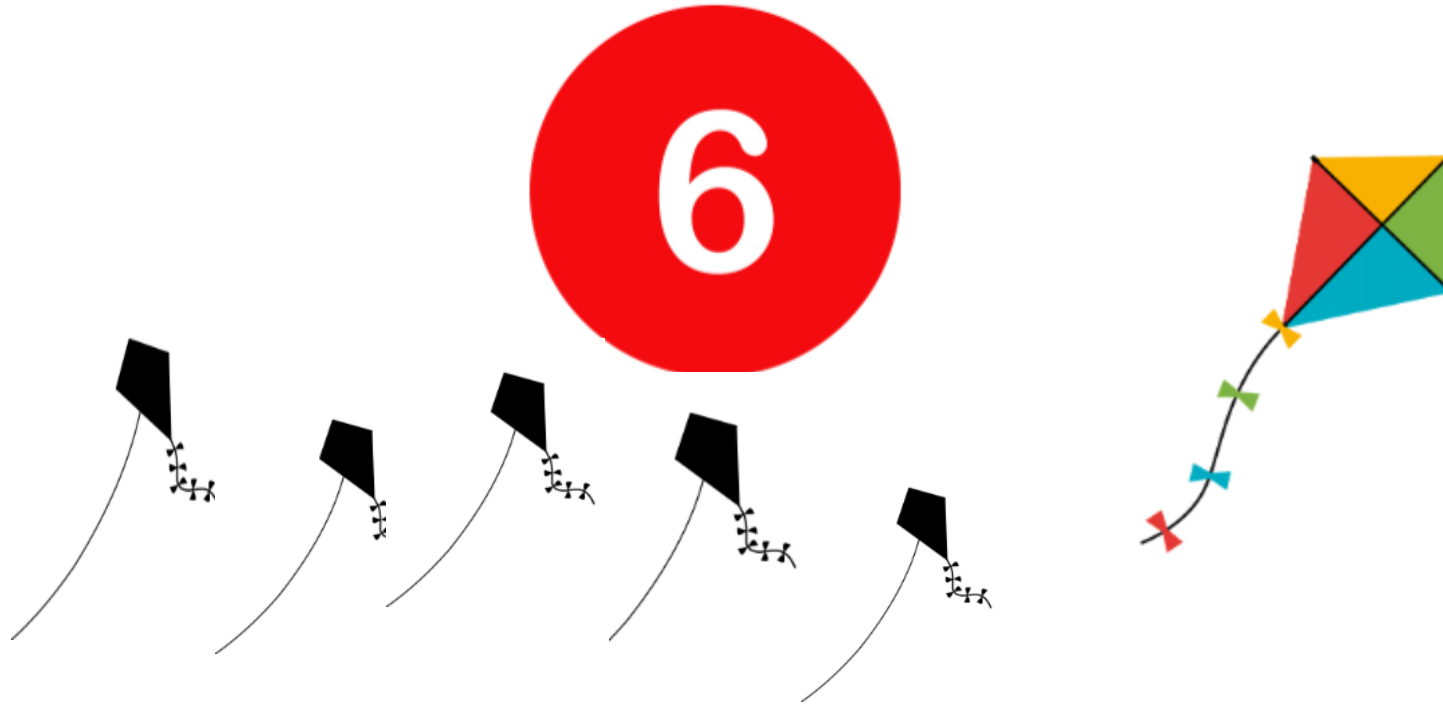


This difference results in **strengths** like critical thinking, creativity and communications skills

5



And **challenges** in reading, writing, spelling, rote-learning, memory and concentration.



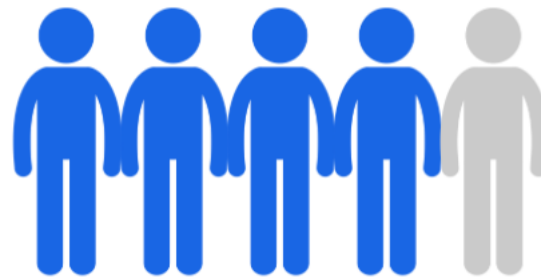
Each **Dyslexic** will have a different pattern of strengths and challenges.



Identification of these is Key to **Success** in education and employment.



Placing more **Importance** to dyslexic strengths than challenges means we will flourish.



**4 in 5 dyslexic attribute
Dyslexic Thinking to their success.**



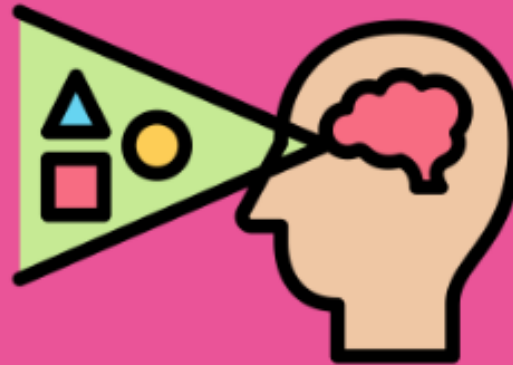
Research is telling us that **Dyslexic Thinking Skills** are vital for the future.

Greatest Brands of all time, made by dyslexic people.



DAVID BECKHAM

Visualising



**Interacting with spaces, senses,
physical ideas & new concepts**

75% of dyslexics are above average at Visualising

Imagining



Creating an original piece of work or
giving ideas a new spin.

84% of dyslexics are above average at imagining

Communicating



**Crafting & conveying clear
& engaging messages.**

71% of dyslexics are above average at Communicating

Reasoning



Understanding patterns, evaluating possibilities & making decisions.

84% of dyslexics are above average at Reasoning

Connecting



Understanding self; connecting, empathising & influencing others.

80% of dyslexics are above average at Connecting

Exploring



Being curious & exploring ideas in a constant & energetic way.

84% of dyslexics are above average at Exploring



**Less than 1 in 5 employers
understand dyslexia as a strength**

TOP TIPS FOR DYSLEXIC THINKING

5 ways dyslexic thinking helps you in your job - Dyslexia helps me to:

- 1 Make connections across complex issues, subjects and data, which others don't see.
- 2 Cut through the noise and see the big picture, rather than getting stuck in the detail.
- 3 Communicate and explain complex subjects through storytelling and simplifying.
- 4 Solve problems in different ways, coming up with new ideas to tackle them.
- 5 Build, support, and empower teams, people and organisations.

5 top tips for dyslexic employee

- 1 Work out what dyslexia means for you. Your strengths and your challenges.
- 2 Explain it up-front to others. Don't be embarrassed or wait until you hit a problem.
- 3 You will be very good at your dyslexic strengths, and that will benefit your employer.
- 4 Ask for what you need. Don't just overwork to get through, you will burn out.
- 5 If systems don't work for you, constructively see if they can be changed.



TOP TIPS TO SPOT, SUPPORT & EMPOWER DYSLEXIC THINKING

5 things dyslexics may struggle with in the workplace

5 ways to overcome those struggles

5 ways technology helps

1 Information overload especially via email.

2 Competing or unclear priorities.

3 Long and complicated meetings, being asked to write on a flip chart or read aloud.

4 Too much information in written form – not enough visual presentation of information.

5 Tiredness or anxiety due to the effort of working at high pace.

1 Be upfront with colleagues and managers. Explain your dyslexic strengths and challenges.

2 Use assistive technology, like speech to text programmes.

3 Ask for reasonable adjustments in workplace assessments.

4 Find methods of organisation that work for you.

5 Have a supportive team around you with different strengths.

1 Text to speech allows you to proofread documents and read long text without fatigue.

2 Tablets allow you to take notes and store them easily.

3 Automated meeting requests make arrangements easier.

4 Automated search and filing help you find things without having to use a complicated filing system.

5 Using dictation software to create documents, like Dictate or Immersive Reader in Office 365.

MASSIVE POTENTIAL



**For dyslexic adults, for dyslexic children,
just remember one thing.**

**You have a brain that is perfect for the
21 century and that is an incredible
superpower.**



MASTERING DIVERSITY CONFERENCE 2024

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