

Adult Indicators and Difficulties

Students and adults in the workplace may experience many of the difficulties referred to at the secondary level, with a range of additional, different challenges.

Students

As well as having to adjust to new living arrangements and an unfamiliar environment, often with the loss of family support, students with dyslexia may find that coping with a myriad of demands from new subjects, lecturers and tutors to prepare essays and meet deadlines is overwhelming.

Common difficulties include:

- Both reading and writing undertaken at a slower pace
- Material often having to be read two or three times
- Some subjects involve large quantities of reading material
- Planning a balanced essay and addressing the question
- Quality of written expression
- Meeting deadlines and keeping to a timetable
- Time-keeping for lectures and tutorials
- Setting realistic targets and allocating time for completing assignments
- Note –taking at speed
- Organisation of notes / handouts
- Study and revision techniques
- Establishing a realistic balance between study and leisure

Adults in the workplace

Many people have developed coping strategies to manage their dyslexia so that colleagues / managers are unaware of the condition. A change of job description, promotion, reorganisation or changes to working practices / management styles may bring their dyslexia to light.

Common difficulties include:

- Reading large amounts of written material under pressure
- Recalling what has been read
- Understanding and remembering acronyms and work-related jargon
- Taking notes in meetings
- Filling in forms and work sheets
- Filing documents / locating filed material
- Recalling a list of instructions given verbally
- Recording / passing on phone messages accurately
- Accurate copying of data / figures – numbers in the wrong order eg 59 for 95
- Concentrating in a noisy environment with interruptions to work
- Timekeeping, managing deadlines and appointments
- Accurate recording of collection / delivery information (drivers and operators)
- Map reading skills / spatial awareness

It should be remembered that people with dyslexia can develop great strengths, for example, intuition, creativity, lateral thinking, seeing 'the big picture', practical skills, people and verbal communication skills. Such skills and talents are invaluable in the workplace.