



## **Dyslexia - is it affecting you?**

Dyslexia is a specific learning difficulty which affects 10% of the population. Many adults who are dyslexic do not even realise they have the condition - and those who do know they are dyslexic are probably not aware of what the condition really is. Through not having access to appropriate guidance and support dyslexics often suffer low self-esteem, poor confidence and increased stress.

For the majority of dyslexics it is a genetic condition - which means that other members of the family may show similar characteristics. These include problems with; writing, working memory, organisation skills, time keeping and numeracy. Some dyslexics will have challenges with their reading - but not all dyslexics will!

Dyslexia can be mild, moderate or severe and contrary to many a dyslexic's beliefs it has no bearing on a person's IQ. Dyslexics have key strengths including creativity, problem solving and good communication skills and they can in some cases be highly gifted individuals - take for example Winston Churchill, Walt Disney or Agatha Christie who were all dyslexic. However, people may not be receiving the support and guidance they need to enable them to realise their full potential.

Changes in legislation under the DDA have meant that all organisations must now be 'dyslexia friendly'. This is not just another 'change for change sake' it is in fact really good news for everyone because - 'what is good for dyslexics is good for everyone'. Adopting more accessible 'dyslexia friendly' work processes actually makes us more efficient and more effective and it has never been a more important time to be so. As we are all too well aware, in the current economic climate, in order to survive and thrive, it is essential for individuals and organisations to achieve optimum performance.

Being dyslexic is stressful in itself and stressful situations can make the dyslexic challenges even worse - which of course impacts on the individual and organisational performance.

Dyslexia - affecting 1 in 10 of your workforce?

For further information regarding dyslexia, please contact [janettebeetham@aol.com](mailto:janettebeetham@aol.com) or visit <http://www.bdadyslexia.org.uk>.