

FOREWORD



The world of work is changing. The often talked about 'skills gap' shows a need for creative, different thinkers to make sense of the rapid change and the disruption we're facing in the world today. Dyslexic individuals have a range of natural strengths that make them 'hard wired' to step right in and fill this gap.

If we are to prepare dyslexic individuals for this changing world and enable them to flourish, we must ensure that educators are enabled and empowered to support them adequately.

As this report finds, in education a limited knowledge of dyslexic abilities and traditional approaches to exams can influence dyslexic individuals from reaching their full potential. This, coupled with a focus on dyslexic challenges, means that valuable dyslexic strengths are often missed.

There needs to be a refocusing, now more than ever, of how dyslexic ability is viewed in the context of the changing world of work: schools must recognise dyslexia as a valuable way of thinking; understand the importance of discovering dyslexic challenges and strengths; and provide support which enables dyslexic individuals to reach their full potential.

We hope this report will be the tipping point that enables the world to see the value of dyslexia and highlights why dyslexia should be a priority in schools. As this report shows, the working world can benefit from dyslexic minds.

Kate Griggs

Founder and CEO - Made by Dyslexia





When asked, most people have heard of dyslexia and associate it with an inability to spell and read. In fact, dyslexia has a range of common challenges and strengths. These strengths are often ignored entirely and left unrecognised.

In this report, we analyse how dyslexic strengths match closely to the pressing skill requirements of the changing world and have provided recommendations to nurture and grow these abilities. Our findings show the huge benefits to be had from taking action to maximise dyslexic strengths.

With this in mind, we trust our work will help in seeing the value of proactively educating, recruiting, developing and retaining those with dyslexia.

For our team this experience has opened our minds to the opportunity that dyslexia brings — something that as dyslexic individuals, we found to be very personal.

Richard Addison

Dyslexia Network Partner Sponsor – Ernst and Young

Reference:

*The Value of Dyslexia-Dyslexic strengths and the changing world of work
In association with **Made by Dyslexia and Ernst and Young**
Adapted for a global audience by **Get Into Neurodiversity***

