

Skill Mapping - Reasoning

A new approach to applying valuable dyslexic abilities in the workplace



So far, we have observed the impact that the changing world of work will have on skills and abilities across industries, and covered typical dyslexic thinking and general skills.

Instead of focusing solely on the challenges of dyslexia, we want to demonstrate the relevance and applicability of dyslexic strengths to the changing world of work, by mapping dyslexic skills to core work-related skills and future skills demand.




Through this exercise we want to transform the perception of dyslexia and provide a useful benchmark to identify dyslexic abilities.

Reasoning:

In **reasoning**, dyslexic individuals exhibit the ability to understand patterns, evaluate possibilities and make decisions at:

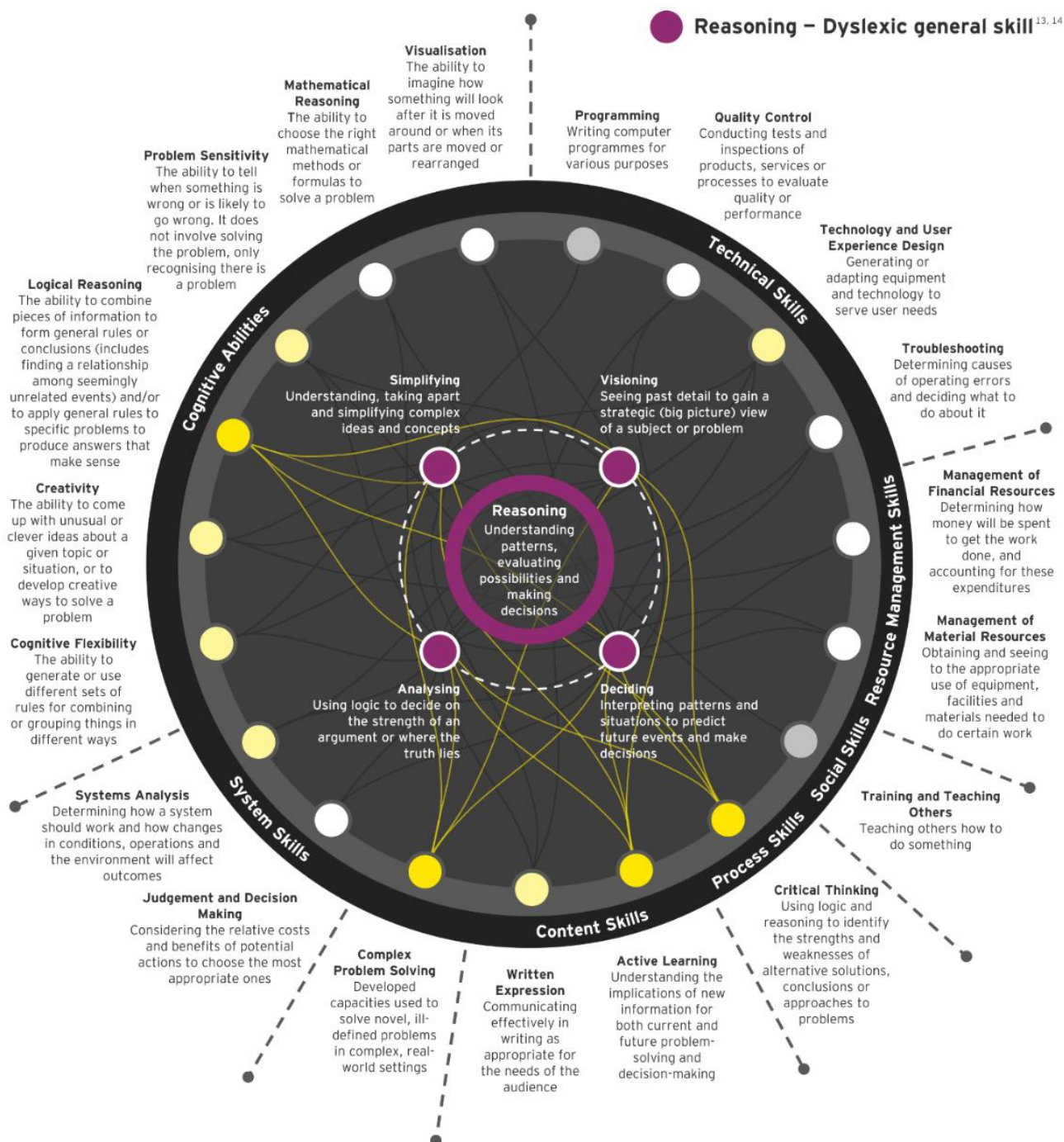
- ▶ **An exceptional level in Visioning;** Deciding; Analysing and Simplifying to Logical Reasoning; Complex Problem Solving; Active Learning and Critical Thinking across Cognitive Abilities; Complex Problem Solving Skills; Content Skills and Process Skills
- ▶ **A very strong level in Visioning;** Deciding; Analysing and Simplifying to Problem Sensitivity; Creativity; Cognitive Flexibility; Systems Analysis; Written Expression and Technical and User Experience Design across Cognitive Abilities; System Skills; Content Skills and Technical Skills
- ▶ **A strong level in Visioning;** Deciding; Analysing and Simplifying to Visualisation; Mathematical Reasoning; Judgement and Decision Making; Management of Material Resources; Management of Financial Resources; Troubleshooting and Quality Control across Cognitive Abilities; System Skills; Resource Management Skills and Technical Skills

Dyslexic strength:

 Exceptional	 Very Strong	 Strong
<ul style="list-style-type: none"> ➤ Logical Reasoning ➤ Complex Problem Solving ➤ Active learning ➤ Critical Thinking 	<ul style="list-style-type: none"> ➤ Problem Sensitivity ➤ Creativity ➤ Cognitive Flexibility ➤ Systems Analysis ➤ Written Expression ➤ Technical and User Experience Design 	<ul style="list-style-type: none"> ➤ Visualisation ➤ Mathematical Reasoning ➤ Judgement and Decision Making ➤ Management of Material Resources ➤ Management of Financial Resources ➤ Troubleshooting ➤ Quality Control

<p><i>"Dyslexia has given me an entrepreneurial outlook on life. I'm incredibly comfortable with change and this enables me to come up with new and fresh ideas."</i></p> <p><i>Claudia Douglass, Managing Director and Co-Founder, Innovision</i></p>	<p><i>"Dyslexic individuals thrive on change and step up to the challenge — the ability to work across boundaries and think differently is a natural trait."</i></p> <p><i>Dr Maggie Aderin-Pocock MBE, Space Scientist and Science Communicator</i></p>
<p><i>"Dyslexia is hugely beneficial — thinking differently and finding unconventional ways to problem solve comes naturally. This is important for decision making and has allowed me to deliver an impact to my role."</i></p> <p><i>Andrew Pike OBE, Director, International Communications, Prime Minister's Office and Cabinet Office Communications</i></p>	<p><i>"Dyslexic skills align with 21st century career skills; collaboration, critical thinking and creativity are really important STEM skills."</i></p> <p><i>Professor Sara Rankin, Leukocyte and Stem Cell Biology at the National Heart and Lung Institute, Imperial College London</i></p>





¹³Core Work-Related Skills, The Future of Jobs, Occupational Information Network/The World Economic Forum 2016 p.52-53

¹⁴Connecting The Dots, Made By Dyslexia 2017 p.14

Reference:

The Value of Dyslexia-Dyslexic Strengths and the Changing World of Work
In association with *Made by Dyslexia* and *Ernst and Young*
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