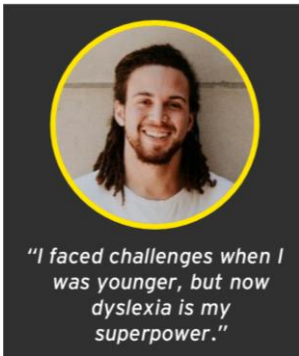


Persona 4

How Being Dyslexic Impacts in the Workplace



Persona 4 — Tom

Dyslexia was a challenge earlier in life, now it's fully embraced as a strength.

Background

Tom runs a small front-end development company in London. He was always good at art and enjoyed maths at school. He taught himself how to code and hackathons became his hobby. His grades weren't good enough for university, but he worked in a variety of jobs whilst continuing to code in his spare time. He always found job descriptions off-putting as they were very descriptive and required perfect written skills, so he rarely applied. A few years ago he founded his company with some friends. He is also an advocate for neurodiversity and the benefits it brings to his business.

Relationship with dyslexia

Openness	He is proud of his dyslexia and wants to be a role model for other dyslexic individuals
Abilities	He is aware of his challenges, but focusing on his strengths allows him to be most successful
Psychological health	Dyslexia affected him in the past. Now he thinks about it as a good thing

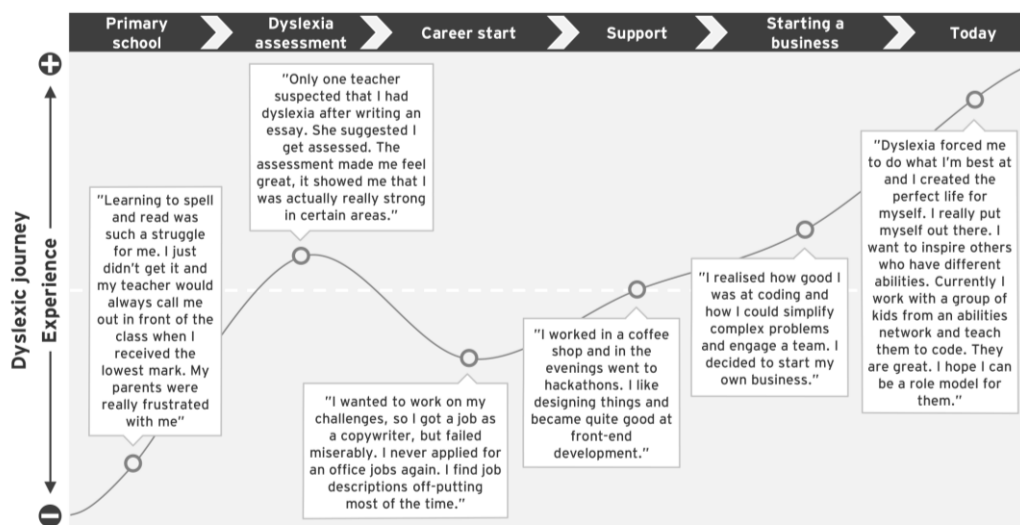
Strengths in education

- ▶ Maths, sciences and technology
- ▶ Arts and design
- ▶ Sports

Strengths at work

- ▶ Leading a diverse team
- ▶ Translating complex ideas into actions
- ▶ Idea generation and problem solving

Dyslexic skills



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*