



Recent Testimonies: Defence Forces Australia

Excellent, clear and informative. Karen was very empathetic in her presentation, which made the topic very interesting. It made me more aware of people with dyslexia and what I might do to help

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Create a Dyslexia Friendly Workplace to Support all Employees & produce an Open & Productive Work Environment



About 10% of the Australian population has dyslexia & therefore, it is likely that most employers will employ dyslexic staff at some stage.

Most people with dyslexia have well developed coping strategies enabling them to cope easily with difficulties caused by dyslexia & carry out their role effectively. However, dyslexia can become a problem in certain circumstances. These may include:

- Major changes in work duties, requiring dyslexics to undertake new & unusual duties can reveal difficulties.
- There may be a new line manager who introduces a different style of management & different ways of working or a supportive colleague might move areas or leave
- New technology could be introduced & the dyslexic employee has to learn new ways of working.
- Promotions: and sometimes learning a completely new role can be overwhelming in the short term.

Employer Obligations: Dyslexia is considered a disability under the Federal Disability Discrimination Act & thus, employers cannot discriminate against current or prospective employees because of their dyslexia

If employers take small measures to adjust the workplace to support those with disabilities such as dyslexia, they will raise morale and reduce stress levels **within the workforce. Helping employees to better fulfil their job role through such changes increases confidence and consequently leads to an all-round improvement in performance and increased productivity.**

Benefits of creating a dyslexia friendly workplace:

- Develops an open & productive work environment
- Helps realise the particular strengths of your workforce
- Reduces stress, staff turnover & sick leave
- Improves motivation & loyalty
- Improves efficiency & provide a better service for customers.

Making reasonable adjustments can be very easily achieved, often only involves a small financial outlay & can benefit the whole organisation.

HOW CAN WE HELP?

We present Dyslexia Workshops designed for senior managers, line managers & HR practitioners.

1. Making your working place Inclusive for Employees with Dyslexia & other SpLDs

Content includes:

- How to recognise the signs of dyslexia.
- Simple screening procedures to highlight needs
- Applications & Advertising
- Interviews & Induction
- Reasonable Adjustments in the workplace.
- Assistive technologies to support employees
- How to support an individual with dyslexia – getting the best out of your workforce.

Skills Development Training for Adults with Dyslexia. designed for individuals with dyslexia & their colleagues to improve understanding & enable them to learn new ways of working & coping to overcome difficulties associated with dyslexia

2. What is Dyslexia & how to feel confident at Work

- How to recognise the signs of dyslexia
- Common & individual weaknesses & their impact
- Useful strategies to employ to support a range of areas
- Study skills
- Assistive technology

The second workshop can be delivered after Employer training.