Dyslexia and Employment. A Guide for Assessors, Trainers and Managers

Description: Edited by award-winning author Sylvia Moody, this jargon-free guide to good practice in dyslexia workplace consultancy, and related legal issues, provides comprehensive coverage in four clearly distinguished areas:
- Professional dilemma chapters discuss tricky issues which have arisen in practice.
- General perspective chapters take the viewpoint of professionals such as HR managers or trades-union representatives.
- How to do it right chapters offer advice on how to carry out diagnostic, workplace needs and legal assessments, and on devising training programmes.
- Information point chapters provide brief information on general topics such as dyslexic difficulties in the workplace, emotional problems related to dyslexia, and the application of the Disability Discrimination Act.

With contributions from leading experts on workplace consultancy, this definitive guide will be of interest to dyslexia professionals, managers, legal professionals, trades unions, coaches, mentors and careers advisors.

This is a comprehensive, invaluable and extremely readable book giving in-depth information and guidance on a wide range of issues affecting professionals who work with dyslexic employees. For me, it is a rare find: the authors do not shy away from the most controversial issues; indeed they confront them head-on, revealing their (and our) dilemmas. They share their internal debates and in doing so both reassure us and give practical advice born out of real experience. This excellent book is a must for workplace consultants and indeed anyone working with dyslexic people. I strongly recommend it.    Jenny Lee, National Adult Dyslexia Coordinator, Dyslexia Action

'This book is a must-read for anyone who manages someone with dyslexia. It should be required reading for all management classes.' Debra Brooks, Health Care Analyst and Consultant, Portland, Oregon, USA

Contents:

- Introduction (Sylvia Moody).
- 1. Dyslexia: A Case of Mistaken Identity (Sylvia Moody)?
- How dyslexia can be wrongly diagnosed or escape recognition.
  - A. Dyslexia Difficulties in the Workplace (Diana Bartlett).
- 2. A Human Resources Manager Speaks (Brian Hagan).
  - B. Reasonable Adjustments (Brian Hagan).
- 3. How to Do a Workplace Needs Assessment (Sylvia Moody).
  - C. Disclosure Guidelines (Pauline Sumner)
- 4. Dyslexia on the Front Line (Pauline Sumner).
  - A dyslexic person wishes to train as, say, a nurse, police officer or firefighter and the question arises as to whether his/her inefficiencies might put lives at risk.
  - C. Disclosure Guidelines (Pauline Sumner)
- 5. Dyspraxia: Problems and Solutions (Sarah Howard).
- 6. How To Do an Assistive Technology Assessment (Sylvia Moody).
A change in job or manager can bring unexpected difficulties for a dyslexic employee and relations between manager and employee can become acrimonious. How can such situations be resolved?

At an employment tribunal a dyslexic person may be so hampered by their communication difficulties that they give the impression of being unco-operative and obstructing justice. How can the legal profession be made aware of dyslexic problems?
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