

Hans van de Velde

Adults with dyslexia in the workplace

Modena, May 2011

Equisto *Experts in people-at-work*

Woortblind *Dutch Dyslexia Association*

www.Equisto.Eu



Employees with special brains

Dyslexia, ADHD, Autism and different IQ's

can be found in ...

- ... Children
- ... Adults
- ... Employees
- ... Managers
- ... Entrepreneurs → → lots of dyslexia/adhd
- ... Doctors
- ... Lawyers
- ... Psychologists
- ... Pavers, Secretaries
- ... Greengrocers, Butchers, Secretaries, Policemen, Builders
- ... Journalists, Writers, Artists, etc

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VERENIGING VOOR DYSLEXIE



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Hans van de Velde (59)

ADHD + Dyslexia

medication: Aurorix (Moclobemide)

ambassador Dutch dyslexia association

founder of Equisto /expert in people-at-work

lawyer, trainer, coach

father 3 children (ADHD, dyslexia, IQ140+)

EQUISTO experts in people-at-work

1. Experts (coaches) are in charge

2. Specialists

psychologist, psychiatrist, trainer, therapist,
neuropsychologist, neurologist, lawyer,
organizational consultant

Solving problems with people at work

Training, coaching, therapy, testing, ...

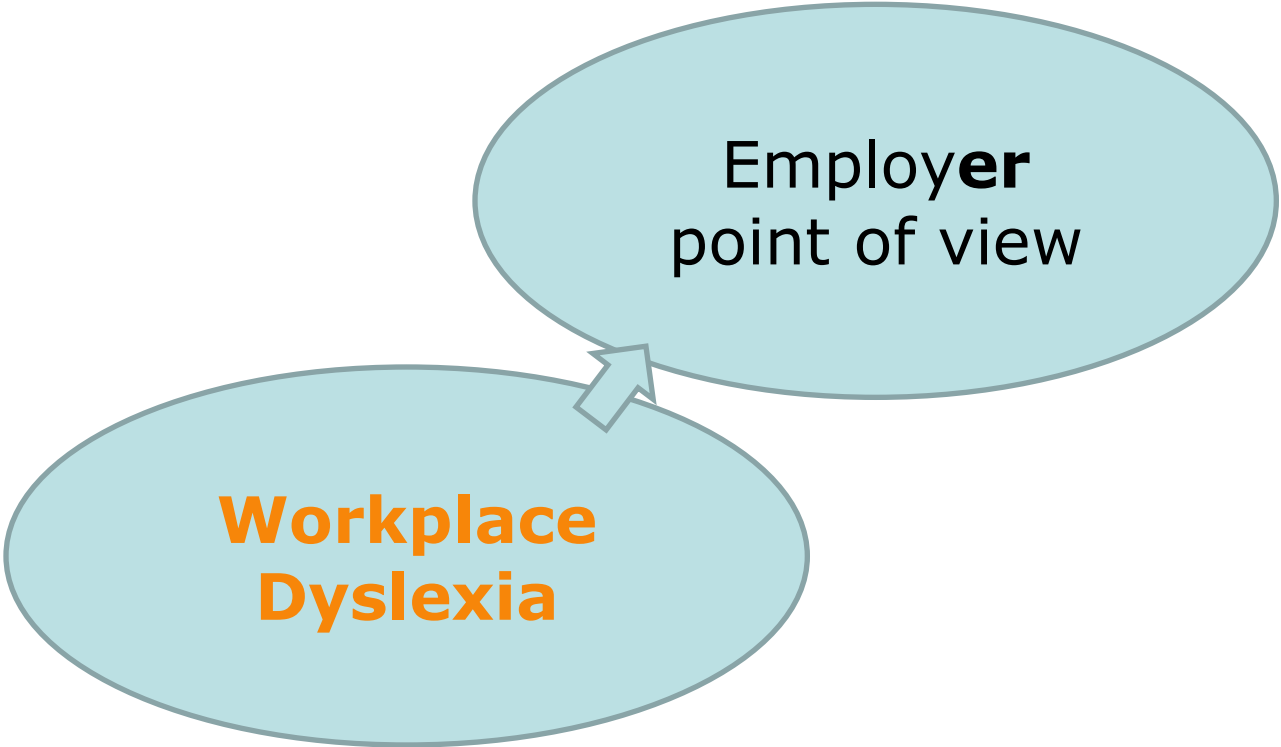
From burden
to baggage

Employer
point of view

**Workplace
Dyslexia**

Dyslexia never
comes alone

How to ...?



What employers want

- employees who ...
 - are in place
 - use their qualities
 - avoid their limitations
 - coöperate and are productive
- to keep the right employees
- to outplace those who aren't

The right man at the right place!

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Prevent dossiers



Employee Functioning Checklist	
Functioning : quality	✓
Functioning : quantity	✓
Communication	✓
Coöperation	✓
Risc for failure, illness	✓
Wellbeing	✓
Qualities, being in place	✓
Environment	✓
Conflict	✓

Great News from The Netherlands

Dutch **employers associations** published information for *employers* about employees with ADHD, dyslexia, and autism.

Cooperation between:

- Union of large employers (VNO-NCW)
- Union of small and midkap companies (MKB)
- Dyslexia Association Woortblind
- Adult ADHD Association Impuls
- Autism Association NVA

This is available on their websites.

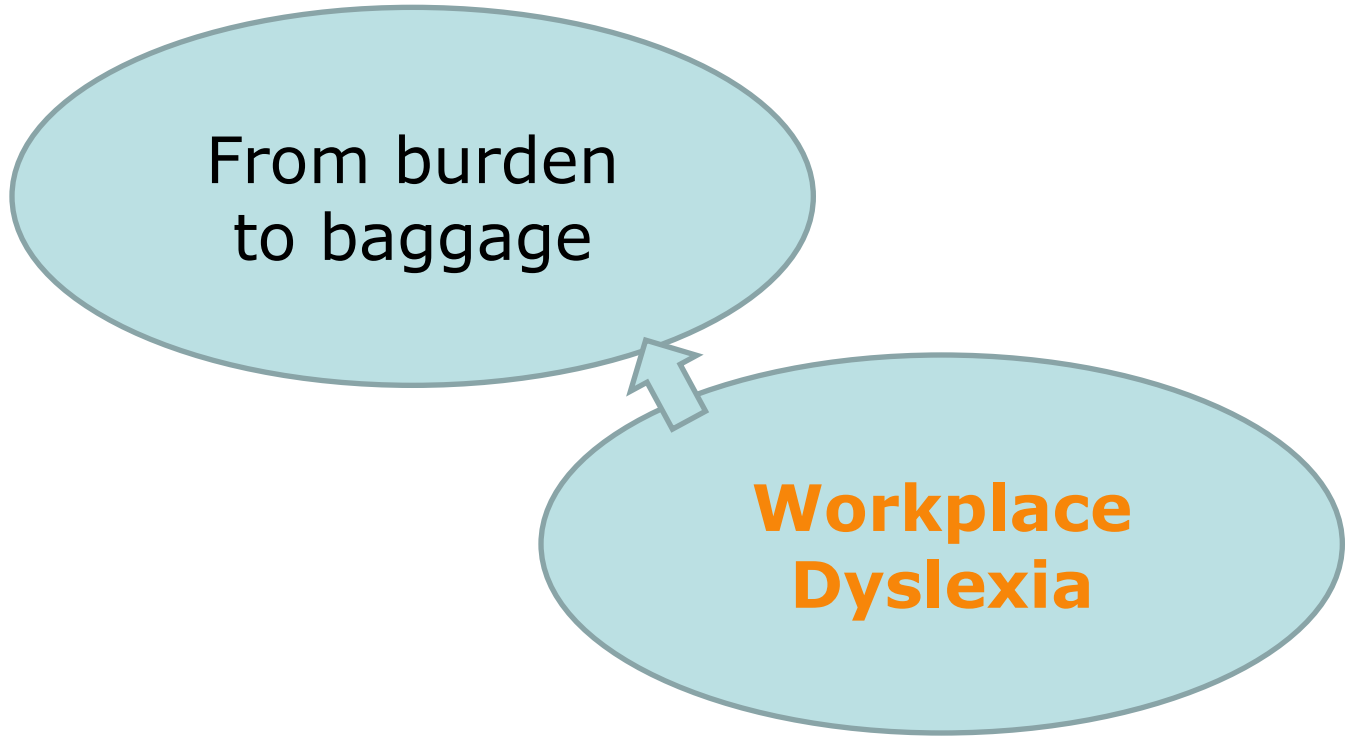
Conclusion:

Biodiversity in the office and factory!

Dutch *employers* unions stimulate their member-employers to hire employees with “special genetic talents”.

Because this creates *diversity*.

Provided that employers are aware of the qualities and the limitations that come with these special talents.



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1990

2015

dyslexia

+

Qualities
Competences
Creative
Inventive
Solutions
Loyal
Hard working
Innovative
Profit
Production gain

-
Disorder
Risk
Rights
Production loss
Illness
Unemployment
Addiction
Criminality
Handicap



= What employers want

Responsibility of employer and employee

~~Disorder~~



Displacement

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My spiritual credo

“From burden to baggage”

Your backpack is full of trauma,
genes, misery, parents, teachers,
employers.

This backpack = your richness!



Innovative **company in Modena** looking for

Accountmanager m/f

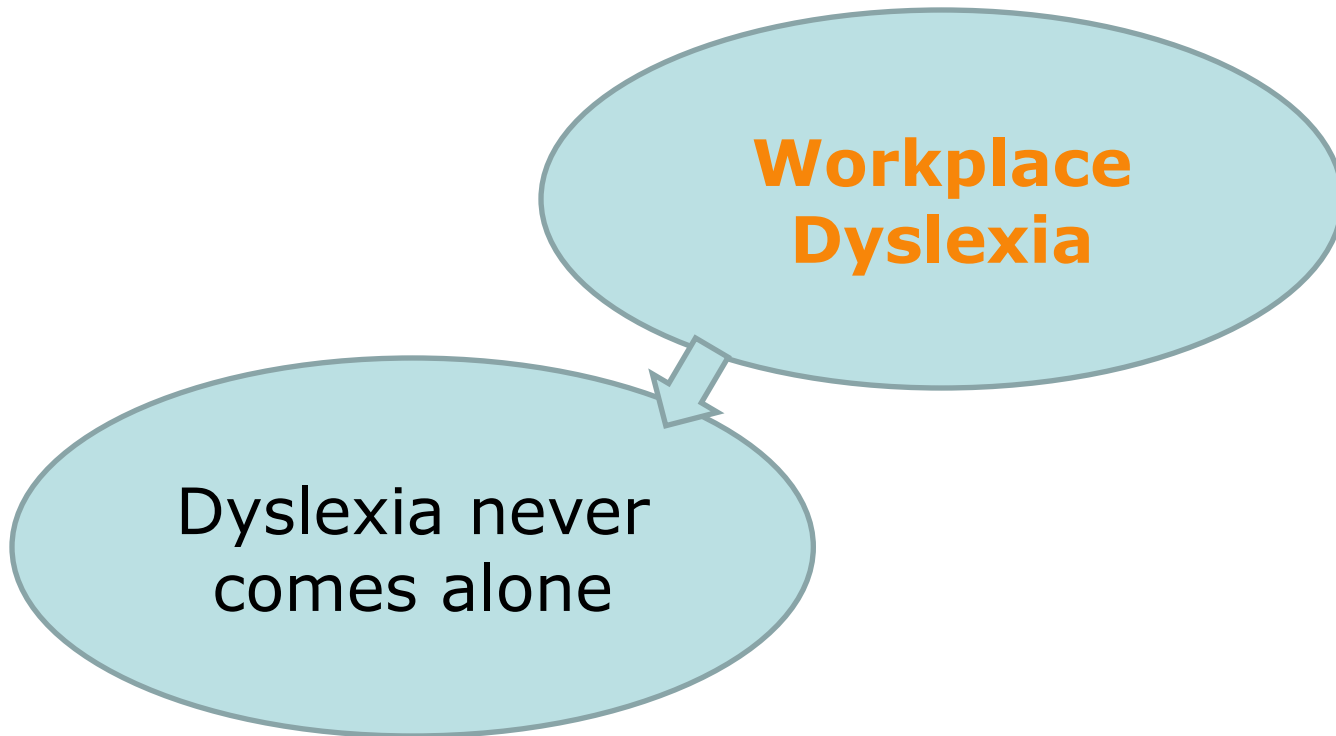
Job requirements

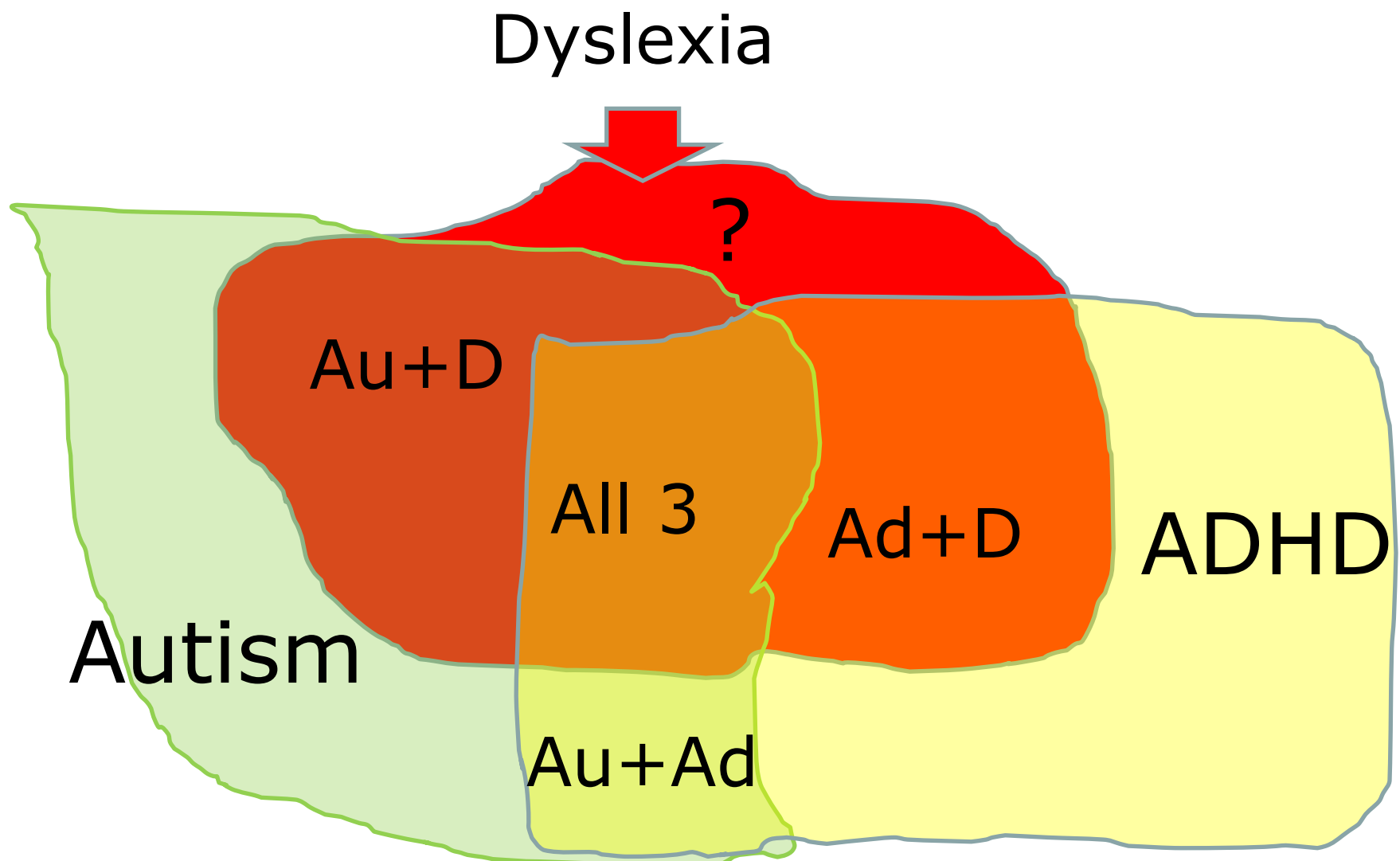
- Think and work at College-level
- Minimal 5 years experience
- Non-routine, People smart, Problem solver
- *Dyslexia* counts for recommendation

Dare? Don't write us. Just call!

Tel. 059-413716

Advertisement





Invitation to science: (dis)prove this!

Two types of dyslexia

1. ADHD type (shortage of noradrenaline)

Disordered, unpunctual reader

Sees whole picture, but skips details

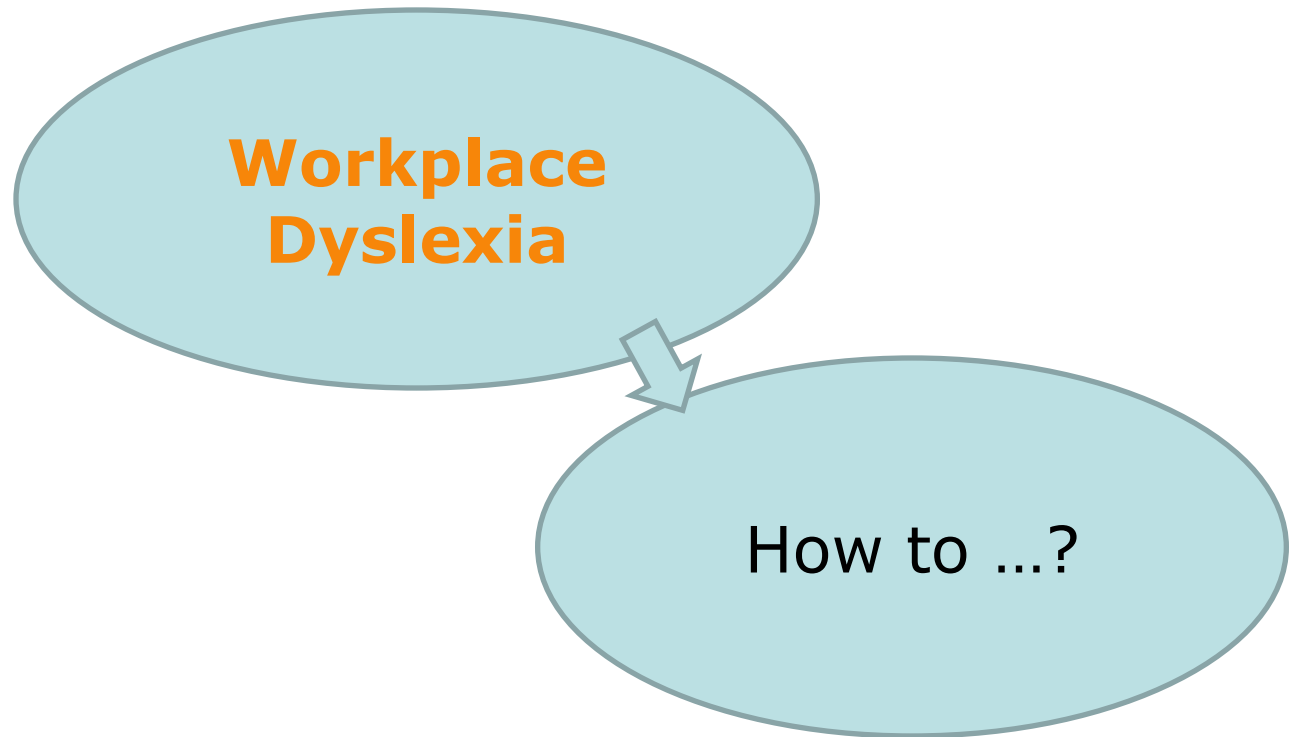
Reads too fast and guessing (L-type)

2. Autism type (less connectivity in brain)

Reads slow and spelling

Sees all details, but has difficulty to see the whole picture, to go from letters to words, and from words to sentences. (P-type)

Invitation to science: (dis)prove this!



Employee (suspected) with adhd, dyslexia, autism and/or giftedness must be guided:

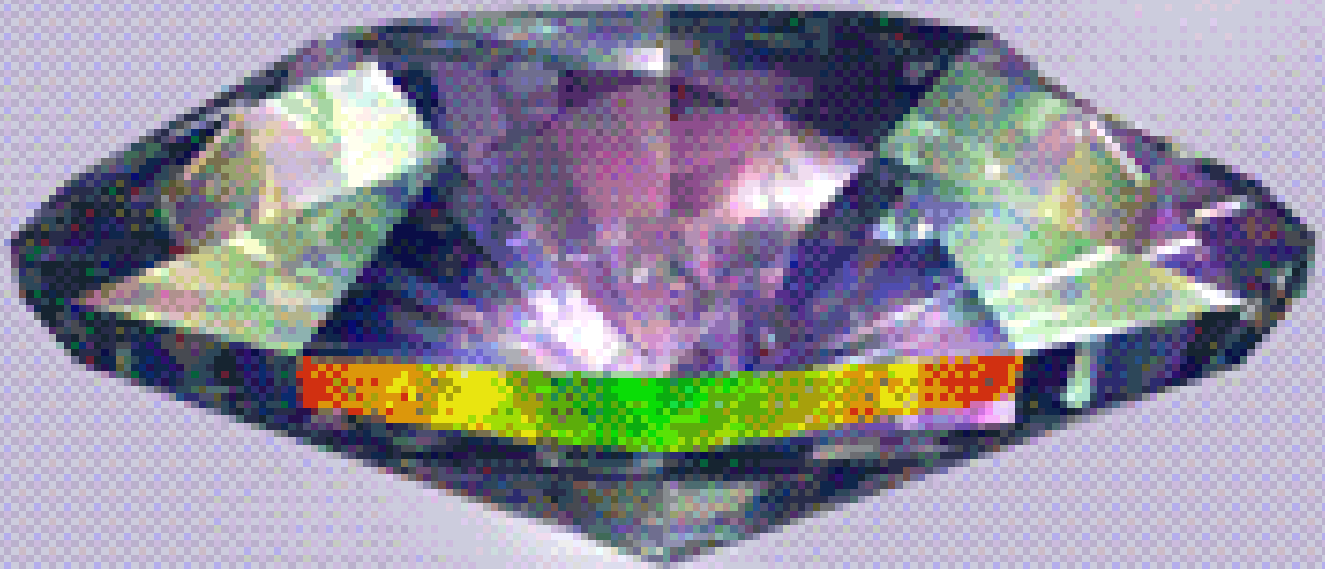
- Multidisciplinary

organizational, psychological, legal, neurological (sleep), psychiatric, practical, coaching (on the job)

- Integral

1. the whole person in all of his aspects
2. in the context of his environment
(work+home)

Tell the person with dyslexia:
“You are like a diamant.”



“You have many facets.”
“You reflect the colors of your surroundings.”

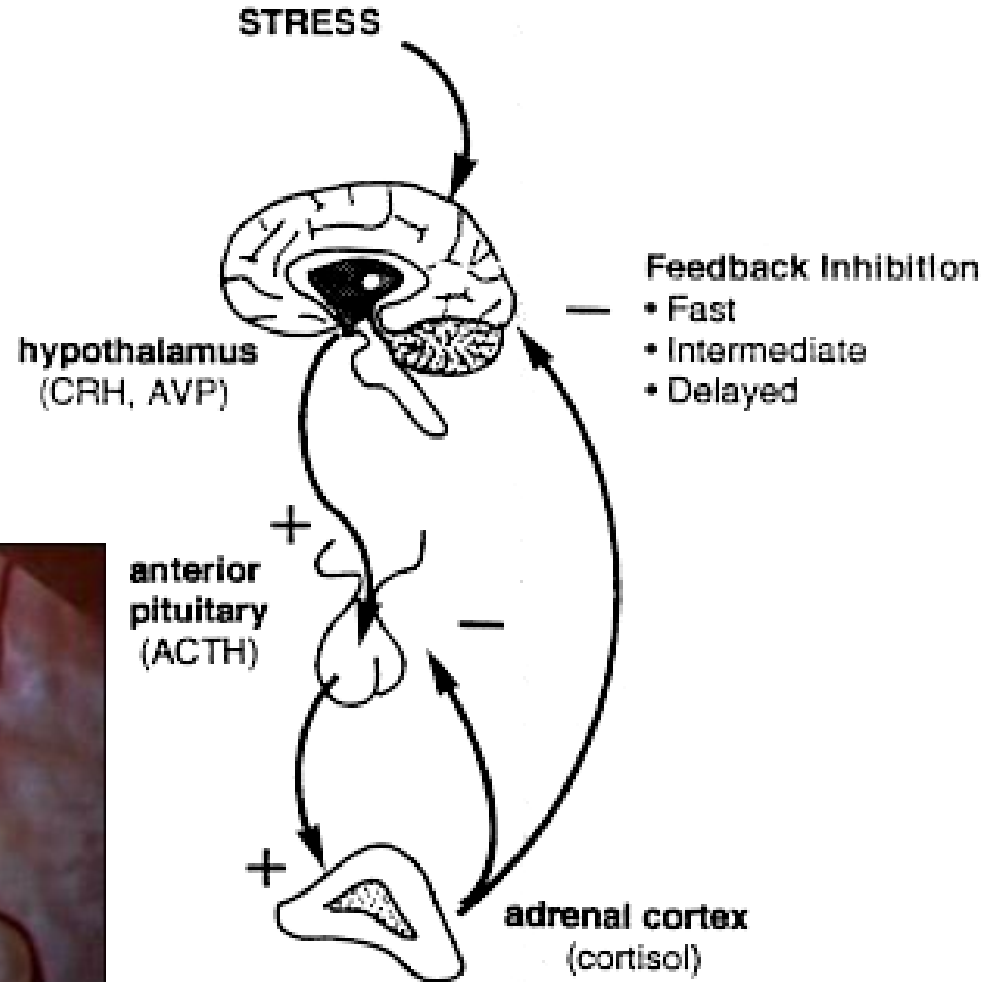


Mens	AGAAGACCACGGAGGCCCTGCTG
Chimp	AGAAGACCACGGAGGCCCTGCTG
Makaak	AGAAGACCACAGGGGCCCTGCTG
Orang-utan	AGAAGACCACGGAGGCCCTGCTG
Rat	AGAAGACCAAGGAGGCCCTACTG
Cavia	AGAAGACCAAGGAGGCCCTGCTG
Koe	AGAAGACCAAAGAGGCCCTGCTG
Kip	AGAAGACAAAGGAGCACTGCTG
	***** * * ** * **

Mens	TGTCCACTACCTGGTGGGGGTA
Chimp	TGTCCACTACCTGGTGGGGGTA
Makaak	TGTCCACTAACC GG TGGGGGTA
Orang-utan	TGTCCACTACCCGGTGGGGGTA
Rat	TAGCCACTACCCCGTAGAGGTG
Cavia	CAGCCACTACCCGTGGGGGTA
Koe	TGGCCACTACCCCGTGGAGGTA
Kip	TGGCCACTACCCTGTGGAGGTG
	***** * ** * **

Mens	GCTTCAGTGGGACAGCCGCTAC
Chimp	GCTTCAGCGGGACAGCCGCTAC
Makaak	GCTTCAGCAGGACAGCTGCTAC
Orang-utan	GCTTCAGCAGGACAGCCGCTAI
Rat	GCTTCAGAGGGACAGCTGCTAC
Cavia	CCTTCAGAGGGACAGCTGCTAC
Koe	GCTTCAGCGAGACAGCTGCTAC
Kip	GCTTCAGAGGGACAGCTGCTAC
	***** ** * **











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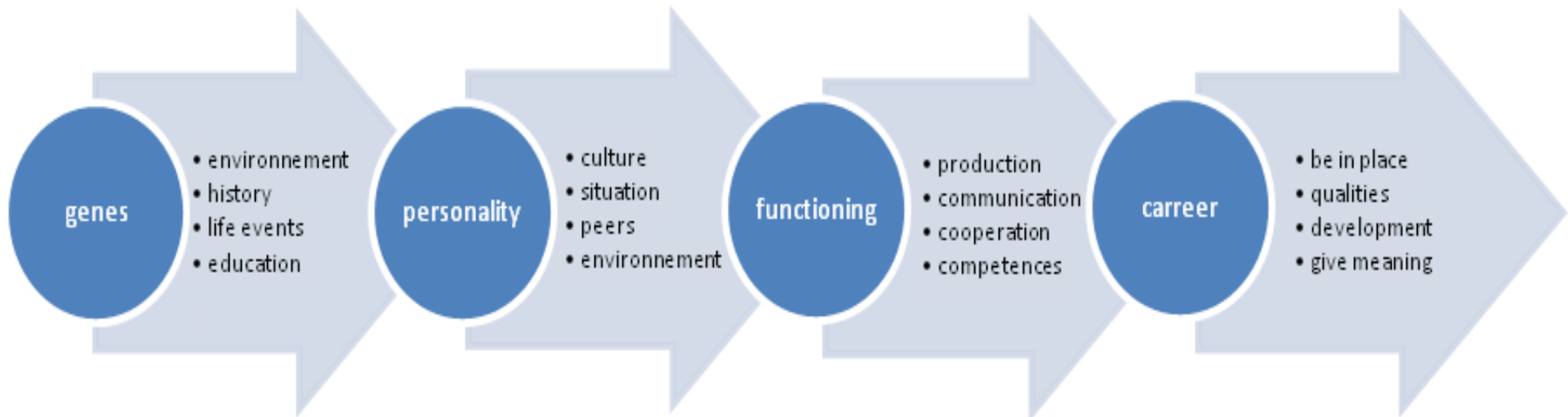
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Integral Approach



genes

- environnement
- history
- life events
- education

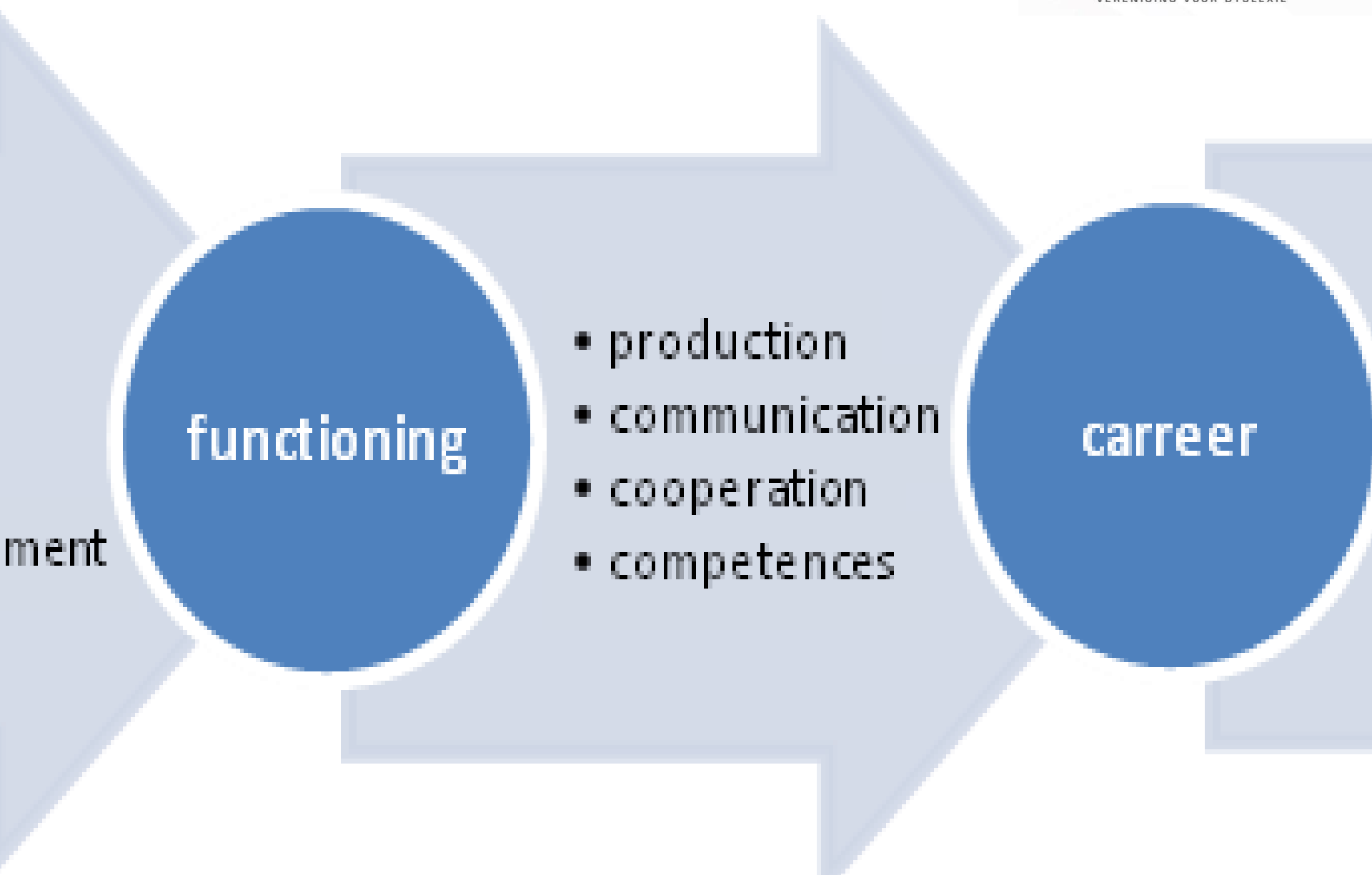
personality

nt

personality

- culture
- situation
- peers
- environnement

functioning

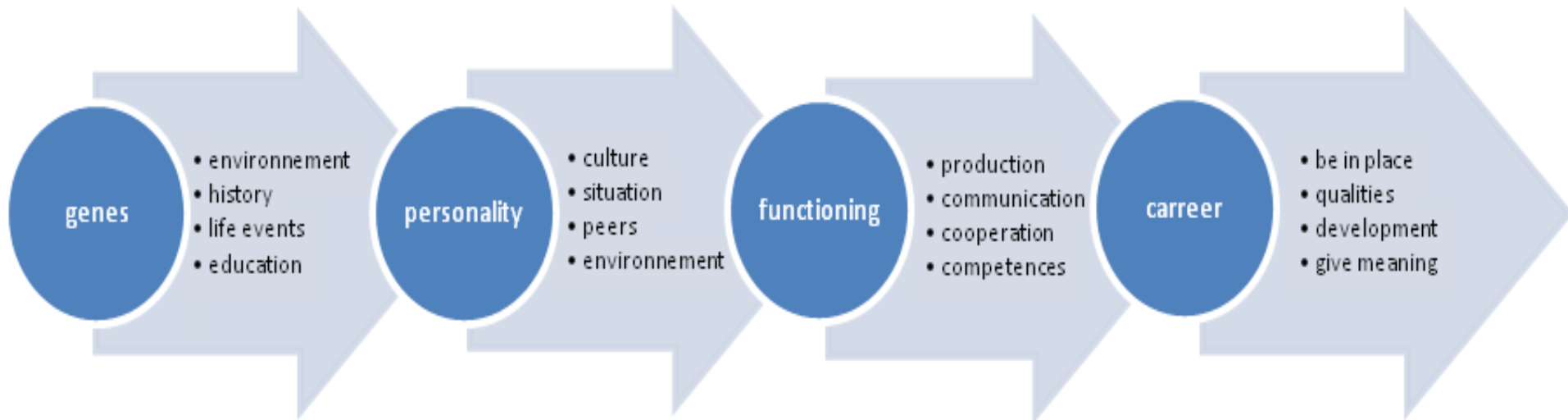


- production
- communication
- cooperation
- competences

career

- be in place
- qualities
- development
- give meaning

Integral Approach



Bio-Psycho-Social vision of Equisto

Integral approach means:

1. if 'dyslexia' then always look for adhd, autism, IQ
2. dyslexia = 1 of many characteristics of a person
3. Okay to focus on dyslexia (diagnosis, treatment) but always keep in mind the whole person and his/her environment

Detection coach, manager, hrm, employee

Screening coach, psychologist, company physician

Diagnosis psychologist *)

Treatment psychologist, trainer, coach

Coaching coach : expert people at work

***) must be specialised in
dyslexie/adhd/autism/intelligence**

step 1:

*How to **detect** dyslexia in adults/employees?*

Difficulties with reading or writing?

Procrastination (postpone writing tasks)?

Negative school experience?

Does not like to read books?

Planning/timemanagement problems?

Communication problems?

Very short, or chaotic, or too long emails?

Copingstrategies + over-compensations?

step 2:

Screening Questions

European Questionary (Learning Gateway)

+ Adult Checklist (Smythe/Everatt,2001+A.Biancardi)

Left/right

Map reading

Read aloud

Reading speed

Spelling

Handwriting

Word finding problems

Tables (8 * 6 = 48)

Filling in forms

Pronunciation

Name all ...

Skipping text line

WAIS

Adult intelligence. Validated.

KLEPEL

Read aloud list of *meaningless* words timepressure. Busy validating.

ONE-MINUTE

Read aloud list of *existing* words timepressure. Busy validating.

STROOP

Read : red blue yellow Validated.

NAMING

Naming pictures, figures, letters, colors. Partially validated.

PHONEMIC ANALYSIS

Pseudo words (phonemic ability). Not yet validated.

READING TEXT

Mistakes (replacings, addidtions, omissions) and tone. Validated.

DICTATION

Standard dictation. Not yet validated.

Dutch tests and the status of **validation on adults.**

FADED WORDS

Time limited recognition words missing letters. Not yet validated.

VICE VERSA

Pairs of nonsense words: is one reverse of the other? Validated.

CIPHER CODE

Decoding words, some letters replaced by numbers. Validated.

JAPANESE TEXT

Text with many Japanese names in it. Correct reading. Validated.

OPEN WRITING JOB

Not validated observation on an open writing process. E.g. write your short biography.

Dutch tests and the status of **validation on adults.**

News about *adult* testbattery

Dutch/Belgium **Adult testbattery**
software Interactive Dyslexia test "IDAA"

Arjan van der Leij and Judith Bekebrede
highly discriminative testing software
becoming operational this year

is validated on adults!

step 4: Organise Treatment Dyslexia

Treatment of the symptom dyslexia
= reading/writing

Is language training necessary ??

Only if ...

- relevance for the content of the job!
- or for an adult education
- present education and language level?

Language training needs to be done by
specialists in dyslexia

step 5:

First: understanding

Then: accepting

Understanding is the pre-acceptance fase.

You have to know what 'it' is and means,
before you can really accept it.

Coaching (step 6):

Overcoming psychological problems

beliefs about yourself in the world,
insecurity, fear to fail, frustration,
perfectionism, feelings of inferiority,
outsider, belonging, depression,
trauma (being treated as a stupid person)

- Evaluation of copingstrategies
- From handicap, back to qualities

Coaching step 7: Taking responsibility

This is *your* handicap!

It is *your* life!

Coaching step 8: Employee has to **learn** ...

- How to cope with it in a new, conscious way
- How to let people help him
- How to create yin/yang cooperation
- To stop copings like “I’ll do it alone again.”
- Learn better reading/writing (or just leave it)?
- Or learn ‘smart’ of ‘intuitive’ reading
- **How to inform others about his dyslexia**

Employees with dyslexia (and their employers) have to understand this.

'NeuroTypical' = Linear thinker:

Reasons and thinks step by step

ADHD-Dyslectic = Holistic thinker:

Jumps to conclusions

Autistic-Dyslectic = Detail thinker:

Gets all the details right

Conclusion: cooperate !





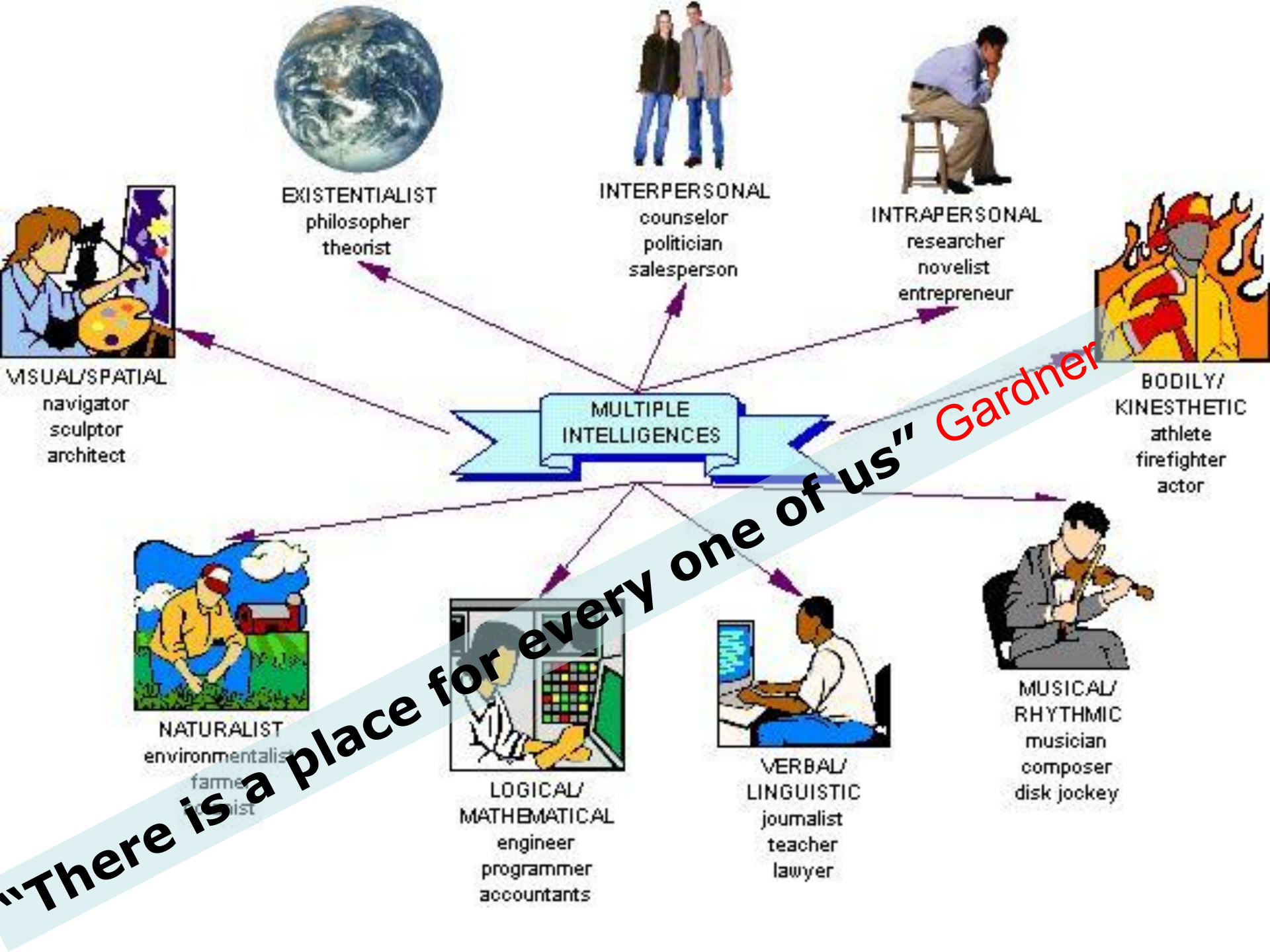
Frontside: "Succes with Dyslexia"

Backside: "Trouble with letters"

Typical Dyslectic Qualities to discover

- Visual, picture-smart, 3-dimensional
- Creative, inventive
- Original, dreaming, fantasy, imaginative
- Problem solver and ***innovator***
- Out-of-the-box thinking
- Non-routine, non-automatic worker

Invitation to science: (dis)prove this!



Hans van de Velde

Equisto Experts in people-at-work

Ambassador Dutch Dyslexia Organization
Woortblind

www.equisto.eu

Cases

Unemployed female

Sanny, 31 y.o.

Unemployed

Bachelor degree (art study)

Dyslexia already know

→ Equisto detects her ADHD

→ Medication (Aurorix)

→ We organise a temporal job at a school

→ Found her destination: became a teacher

Youth worker

Age 47, *she looks 21*

Dyslexia known

- Equisto detects ADHD (Theatrical personality)
- Training group learn: Adult behavior
 - Handle emotions
- Session with her team explaining Dyslexia

Student

Cora, Student Age 25, *looks 15*

Dyslexia and PDD-NOS known

- Training group learns: Adult behavior
Communicate
- Coaching in “growing up” **Brain maturity!**
- Disconnect from her parents
- She changed to other study

Secretary for 21 years:

Screening: dyslexia Test: No.

Language-cultural + IQ: essence/ coherence

HRM-worker (28):

Screening: dyslexia Test: No.

Mild ADHD + possible 'Prisma Glasses'

Youth Coach (55):

Known dyslexia, Outplacement

Discovered her adhd → medication

- Europe = 490 million people
- \pm 4% dyslectic = 19.6 million people with dysl.
- Diverse learners **> 10%** = > 49 million people
= ADHD, dyslexia, high intelligence, autism, etc
- Calculate for yourself:

Do nothing and lose production.

or

Invest and gain innovation and production.

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Your present

Your Future

Your Past



The aims of coaching

1. → Do what you are able and willing to do
2. → Find your destination

Seen "Billy Eliot" ?
"Inside everyone
of us is a special
talent, waiting
to come out"



THE COACHING 'PRAYER'

- Teach me to change what I can change
- Teach me to accept what I can't change
- And teach me the difference

Key-Factor in SUCCESS

Use the negative!

Change it into something positive.

Sell your handicap *)

*) Like I did in textprocessing and expertsystems

The expert advices the manager

- Yin/yang assessment
- Use dyslect's frustration = motivation!
- **Displacement instead of disorder**
= Right man on right job
- Task-adjustement and provisions
for dyslect *can be good for everyone*
- Information about the essence of dyslexia or ...
- Assist the employee in informing his boss