



## "Tapping The Hidden Talent Pool"

### **What is Dyspraxia?**

Dyspraxia is a developmental coordination difference which is characterised by differences in fine or gross motor movement coordination in adults and children. The Dyspraxia Foundation furthers this definition by stating that Dyspraxia may also have an impact on a person's day to day activities in a variety of different ways. These can include working memory, perception, and processing skills as well as challenges with time management, organisational skills and transitioning between tasks during the working day. Dyspraxia can also impact upon speech and how a person articulates their words and sentences.

However, it is important to acknowledge that people with Dyspraxia can also bring considerable value and benefits to the workplace if given the opportunity to showcase their skills. A person with Dyspraxia may find creative solutions to problems that perhaps other colleagues in the workplace miss. An employee with Dyspraxia might be able to multi-task and might be able to manage multiple projects at a time. Perhaps like people with Autism they are often hyper-empathetic and as a consequence have a strong sense of empathy which is perhaps greater than the average person.

### **Key Statistics**

- 10% of the Global population have Dyspraxia.
- Men are four times more likely to have Dyspraxia than women.
- 1.6 million people in the UK in employment have Dyspraxia.
- 64% of employees in the tech sector have a good knowledge of Neurodiversity.
- 5% of the UK population have Dyspraxia.
- In the USA up to 40% of Neurodivergent people are unemployed.

### **Workplace Challenges**

- Have a poor sense of direction and may get lost easily.

- Difficulties with time management and organisational skills in the workplace.
- Interpret and implement language literally. Known as Black and White Thinking.
- Slower processing speed when understanding new tasks.
- Difficulties with spatial awareness and hand to eye coordination.
- Difficulties with fine and gross motor movements such as tying shoelaces and put on ties in formal environments.

### **Workplace Accommodations**

- Fixed desk spaces in designated quiet zones can remove distractions and sensory overload in the workplace.
- Replace fluorescent lighting with incandescent lighting to reduce sensory overload.
- Use text to speech software such as Read and Write Gold and Grammarly which can help an employee with Dyspraxia organise their thoughts.
- Provide specialist equipment such as keyboards and ergonomically friendly keyboards for employees with Dyspraxia.
- Allow the option of flexible working for employees with Dyspraxia where it is feasible to do so.
- Where necessary break new tasks down into smaller bite size chunks, factoring in possibly slower processing speeds with new tasks.

### **Further Reading**

- **The Dyspraxic Learner: Strategies for Success – Alison Patrick**
- **When I Feel Red: A powerful story of dyspraxia, identity, and finding your place in the world – Lily Bailey**
- **Can I tell you about Dyspraxia?: A guide for friends, family and professionals – Maureen Boon**
- **Stumbling through Space and Time: Living Life with Dyspraxia – Rosemary Richings**
- **Developmental Dyspraxia: Identification and Intervention: A manual for Parents and Professionals**
- [Dyspraxia in adults - NHS](#)

- [Dyspraxia Foundation](#)
- [Dyspraxia - symptoms, treatments and causes | healthdirect](#)
- [Dyspraxia \(developmental coordination disorder\): signs, diagnosis and support | Bupa UK](#)