

## Indicators of dyslexia in adults

Dyslexia is a very varied condition and no two dyslexics will have the same set of characteristics. Many will have had a range of unhappy experiences during their school lives and in their work lives to date. This will also impact on just what combination of characteristics they will experience and show outwardly.

Here's a list of common things that dyslexic people show:

- Often have difficulties in reading, writing and spelling.
- Often show a significant difference between ability to do a job and their ability in tests and assessments. For example, they may be strong at their job, but perform poorly in tests and assessments.
- Will be reluctant to read or write anything in public. If they do read they often miss out the small joining words.
- Will often get a colleague, relative, wife/husband/partner to do anything that requires writing. Will often have excuses - like "I don't have my glasses with me".
- Difficulty remembering verbal instructions, or directions.
- Often struggle with time management or organisation skills.
- Will often shy away from seeking/accepting promotion. Do not want to accept positions where reading/writing are a key element.
- Reluctant to go on training courses and often reluctant to participate in meetings.
- Often have low self-esteem as a result of earlier lack of success in learning situations.
- Often intuitive and often very empathetic and able to sense other people's moods and energy.
- Often have excellent spatial, visual, 3-D skills
- Often impatient with formal meetings and can regularly jump straight to an answer of a complex problem.
- May confuse right and left-hand side and many are ambidextrous.
- May have limited short term memory – but long term memory is excellent.
- Will often struggle in open plan offices and are easily distracted.
- Many will have left school early.
- Will often take a long time to complete tasks - even though they may be trying really hard.
- Prefer face-to-face meetings and phone calls rather than written text.
- Learns best through hands-on experience, demonstrations, experimentation, observation and visual aids.

**Dyslexia is not an indication of low intellect. It is important that you do not confuse low intellect and dyslexia.**