

Adult Dyslexia Awareness: Courses For The Work Place

Recently, a lot of attention has been given to the rights of people with disabilities. These rights include being able to have work, and not be discriminated by his or her colleagues. The workplace should also provide proper support for their employees' condition, no matter what kind of disability the employee has.

One disability that may have great effect in the workplace is dyslexia. However, a lot of companies nowadays are trying their best to accommodate people with this condition into their working force. That is why they have to meet and provide for certain needs, so that employees with this condition can optimally work in the company.

Improving Your Workplace

In fact, there are special institutions that provide assistance to companies and employers in able to help out their dyslexic employees. Some specialized institutions offer courses and sessions that target the workplace's improvement in relation to the presence of dyslexia.

The programs offered can vary, depending on the wanted outcome of the company. Each program has a different end goal, but generally they are tailored to improve the company and dyslexic employees' relationship. Here are some of the common courses offered by some institutions for this purpose.

Professional Development Programs

Professional development should be continuous; thus, there are courses that can be taken by your company's HR personnel, psychologists, trainers, and managers that are designed to upgrade their skills, particularly in regards to assessing dyslexia.

In this kind of program, they can learn and understand more about the said condition. The difficulties that are faced by dyslexic employees are pinpointed and discussed too. Additionally, some ways on how to make adjustments to enable your dyslexic employees to reach success and productivity are also tackled.

Workplace Awareness Programs

The awareness of your workplace about the condition of dyslexia can be invaluable to the success of your company. There are courses and briefings that can be conducted to increase the awareness of all your employees about such kind

of condition.

Here, dyslexia is explained using layman's terms, in a manner that everyone can easily understand. Your employees are also exposed on how the condition can affect an individual, along with the skills and talents that dyslexic people possess. Basically, they are familiarized to the nature of the condition.

Ways on making adjustments and overcoming problems caused by the condition in the workplace are also discussed. All of your employees are also given tips on how they should relate with an officemate that has the condition. Additionally, they are taught how to cooperate with each other.

Skill Development Programs

This kind of program is focused on the development of the skill of your dyslexic employee. Improvement tips are taught, along with strategies on how to overcome common dyslexic problems. Confidence building is also a target for the program, since most adult dyslexics are frustrated and has low self-esteem due to their condition.

The flow of the program may vary depending on the individual being trained, his or her skills and weaknesses.

Work Skills Evaluation Program

This kind of program is made to ensure that the skills of the person you are eyeing to hire appropriately meet your job requirement. Additionally, it ensures you're your dyslexic employee can work productively and efficiently.

Here, evaluation on whether extra training is needed by the employee to improve his or her skills. Also recommendations, on whether or not your employee needs computer aid, are also done.