

Robots are coming for our jobs: How Dyslexic Thinking could save us

Advanced technologies, like AI, are inherently changing how we work, live and interact. The rise of AI has been remarkable, but while it can certainly be a useful tool to move businesses forward, there is another tool out there that can innovate in a way that AI simply can't: Dyslexic Thinking.

AI is transforming the skills required in the workplace of the future. Dyslexic Thinking skills like creativity, curiosity, imagination and intuition can't be replicated by machines and will become even more important in the workplace. According to Randstad's *'Dyslexic Thinkers' report*, these skills are in high demand but in short supply, and dyslexic thinkers are key to plugging this global skills gap.

It's vital every organisation understands the benefits and value of Dyslexic Thinking — or risk being left behind. *Only 14% of* Dyslexic Thinkers currently believe their organisation understands the value of Dyslexic Thinking, though 66% of HR leaders think otherwise – showing a huge disparity between what organisations think they are doing and what is actually happening.

Here are just some of the amazing skills dyslexics bring to the workplace:

Visualising - interacting with space, senses, physical ideas & new concepts

75% dyslexics are above average at visualising. Dyslexics can imagine how a certain scenario will pan out, spot gaps and opportunities that others may miss, or visualise a product from all angles. This gives Dyslexic Thinkers an amazing advantage when it comes to designing new products, inventing new services or improving existing products.

Reasoning - understanding patterns, evaluating possibilities & making decisions

Put simply, dyslexics see the world differently and are brilliant at using their enhanced reasoning skills to see the bigger picture and simplify things. This can help them to be bold and act fast, capitalising on opportunities and bringing a fresh perspective to organisations. Dyslexics are skilled at creating clear messages and have a great knack for simplifying and selling a vision.

Connecting - understanding self, connecting, empathising & influencing others

Another skill that sets dyslexics in the workplace apart is their ability to motivate, lead and inspire people. This is born out of strong connecting skills and heightened emotional intelligence. With this greater understanding of themselves and others, Dyslexic Thinkers are able to create brilliant teams and communicate well with customers.

Dyslexic Thinking is a vital and valuable skill in the age of AI and it's time for employers to empower it. It's not enough just to understand why we need Dyslexic Thinkers, but also how to create an environment that will help them to thrive.

Here are 4 steps to empowering Dyslexic Thinkers in your workplace:

Define dyslexia as a valuable thinking skill

Adopt a 21st Century view of dyslexia across your organisation and encourage a deeper understanding of Dyslexic Thinking. Share training and resources like Made By Dyslexia's own free LinkedIn Learning course '[*Empowering Dyslexic Thinking at Work*](#)'. And take a leaf out of LinkedIn's book; the world's largest career platform added Dyslexic Thinking as a skill and within a week over 10,000 people had added it to their profiles.

Offer adjustments that enable dyslexics to thrive

Such as the use of assistive tech or extra time to read and plan before

meetings. And encourage all employees to take a free Dyslexic Thinking test. This will help both dyslexics and their leaders better understand their skills and develop a culture of openness, in which dyslexics will feel fully engaged and empowered.

Tailor recruitment processes for dyslexics

Acknowledge Dyslexic Thinking in all recruitment materials to show you value it and look beyond typos and spelling to see ideas and innovative thinking. Reviewing your methods of recruitment will ensure Dyslexic Thinkers are not being disadvantaged or deterred from applying altogether!

Support ERG groups and communities

Employee Resource Groups are positive catalysts for change, providing two-way feedback channels between dyslexic employees and senior leaders. Encourage the formation of these and engage with other groups and communities to learn what they have found most effective in supporting their community and in driving change.

Dyslexic Thinking has already transformed the world we live in – from Thomas Edison inventing the light bulb to Steve Jobs creating the iPhone. 72% of dyslexics see AI tools such as ChatGPT as a valuable starting point for them to apply their Dyslexic Thinking and deliver innovative and extraordinary work. AI is the perfect partner for Dyslexic Thinking, and together they are the unstoppable force every workplace needs to drive their business forward. It's time to embrace the power of thinking differently and support and empower Dyslexic Thinkers.

Kate Griggs is the founder and CEO of the global charity Made By Dyslexia, host of the Lessons in Dyslexic Thinking podcast and the author of This is Dyslexia.

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