

# Masterlink is a dyslexia-friendly employer

One in every 10 people has dyslexia, male and female. It is a learning difference, not a disability.

If you have dyslexia, let us know. We have a number of ways to assist you.

Think you may have dyslexia? Let your Masterlink Manager know and we can arrange a screening.

Screening takes about an hour and is a personable, empowering experience.

The results will give you lots of useful information about yourself.

## What is dyslexia?

Dyslexic people have a combination of the following symptoms:

- Significant difficulty reading, writing and spelling
- Poor time management and organisational skills
- Slower mental and verbal processing skills
- Limited working memory (information you hold in your head when completing a task or solving a problem)
- Difficulties with sequencing
- Slower automaticity (ability to do things as an automatic habit).

## Managing dyslexia

If you are diagnosed with dyslexia, there are ways you can make the best of your own unique features.

Dyslexia gives you some challenges, but also strengths that can be used to your advantage. Learning things takes some extra effort and sometimes you will need to use different methods, but people with dyslexia are just as able to achieve as those without.

Many of the world's most creative people are dyslexic. They do not achieve in spite of dyslexia, but because of it. Dyslexic people often show particularly strong spatial, visual and 3D skills. They can be out-of-the-box, big picture thinkers with great verbal communication skills, and can make great team players.

Plumbing, gasfitting and drainlaying are all trades that suit people with dyslexia, who often excel in hands-on roles, where there are chances to be creative and come up with innovative solutions.

## Technological aids

If you have dyslexia, Masterlink can help with technological aids, such as features and apps on your phone, and software for your laptop or tablet.

## Tell-tale signs

Does any of the below sound like you? People with dyslexia will experience several of these. It's best if you go through this with someone close to you, who understands you well.

- I am a slow reader, and struggled to learn to read at school
- I only read when necessary and not for pleasure
- I have difficulties in writing and spelling
- I find filling in forms difficult
- I dread writing emails and letters for work
- I struggle to remember things like phone numbers
- I am reluctant to answer the phone because I struggle to write messages
- I do well at a job but perform poorly in tests and assessments
- I hate reading or writing anything in public
- I often get someone else to do things that require writing
- I have difficulty remembering verbal instructions or directions
- I struggle with time management or organisational skills
- I have difficulties meeting deadlines
- I shy away from positions where reading/writing are a key element
- I am reluctant to go on training courses and often reluctant to participate in meetings
- I disliked school and only achieved in practical subjects
- I left school early
- I am intuitive and able to sense other people's moods and energy
- I have excellent spatial, visual and 3D skills
- I have lots of good ideas and thoughts, but struggle to arrange them on paper
- I get impatient with formal meetings and often jump straight to an answer of a complex problem
- I confuse right and left-hand side
- I have limited short term memory—but an excellent long-term memory
- I am easily distracted by noises and movement around me
- I often take a long time to complete tasks, even though I try hard
- I prefer face-to-face meetings and phone calls to written text
- I learn best through hands-on experience, demonstrations, experimentation, observation and visual aids.

Want to talk to someone at Masterlink about dyslexia? Call your Masterlink Regional Manager.

Contact details at [www.masterlink.co.nz](http://www.masterlink.co.nz)

Dyslexia Friendly