

How To Lead For Diversified Thinking

Practical actions for managers, HR and teams to unlock dyslexic and diverse thinking.



Build Awareness

- Learn what dyslexia and diverse thinking actually mean.
- Share knowledge with your team so differences are recognised as strengths.



Play To Strengths

- Recognise that different brains process information in unique ways.
- Highlight and value contributions that come from pattern recognition, problem-solving, and big-picture thinking



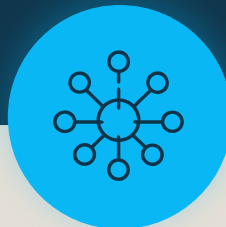
Communicate Flexibly

- Share information in multiple formats (written, visual, verbal).
- Allow time to process and for questions to be asked questions without judgement.



Create Safety

- Normalise adjustments like bullet pointing, text-to-speech, or advance questions.
- Encourage feedback and make it part of everyday practice



Collaborate Widely

- Pair different thinkers on problem-solving tasks.
- Make space for negotiation, feedback, and shared ownership of solutions



Champion Innovation

- Frame dyslexic thinking as an advantage in team discussions.
- Celebrate stories where dyslexic thinking shaped outcomes.

Quick Wins

- Ask: "What helps you do your best thinking?"
- Try one new adjustment this week.
- Share one success story of diverse thinking in your team.