In an ideal world...

1. Strategy coaching is often recommended to support issues like time management, organisational skills and memory strategies.
2. Dialectic, client-led coaching styles have a better result for developing higher thinking skills, whereas instructional tuition works well for literacy development (Swanson, 2012).
3. Dyslexics have a much higher rate of stress than the population averages.

Methodology:
93 clients and 41 managers, wide range of public/private/entry level/senior and age range 23 - 55.

The topics to cover in the sessions were chosen at the start, using feedback from the WNA (if available) coach and manager priorities. Both the manager and coachee were asked to rate out of 10 the current performance of the coaches for each topic.

An independent researcher called 2 months after the coaching was finished to compare before and after ratings. The original ratings were not divulged until the end of the call.
The results were analyzed using SPSS and, having met parametric assumptions, we conducted paired sample t-tests.

What did we want to cover?
The following study was carried out in 2012 -2013 and will be compiling effective evaluations to bridge the gap.

What do we know already?
- Approximately 3000 clients per year are referred through Access to Work for support with dyslexia (DWP figures published online in 2011).
- Strategy coaching is often recommended to support issues like time management, organisational skills and memory strategies.
- Dialectic, client-led coaching styles have a better result for developing higher thinking skills, whereas instructional tuition works well for literacy development (Swanson, 2012).
- Dyslexics have a much higher rate of stress than the population averages.

67% of dyslexics request support for stress at work
54% request support with reading

52% reported significant sleep difficulties
23% reported some insomnia 23% reported none

This is significantly different to the UK population norms of 37% experiencing insomnia (Morphy, 2007) [t(37)=7.67, p<.001]

What do we need to know?
- What are the learning priorities of employees with dyslexia? Does coaching work? Is it a reliable form of support? What happens in a coaching session to make it work? Does it represent value for investment?
- There is a lack of good research in our field and so we have begun compiling effective evaluations to bridge the gap.

The following study was carried out in 2012 -2013 and will be published later this year (Doyle, 2014).

Dyslexics have a much higher rate of stress than the population averages.

Organisation

Time

Spelling

Stress Mgmt

Memory

Memory

Spelling

Stress Mgmt

Overall
Memory
Organisation
Time
Spelling
Stress Mgmt

Topic
Overall
Average Before
Average After
% Improve
Statistic

Improve

Organisation

Time

Spelling

Stress Mgmt

Overall
Memory
Organisation
Time
Spelling
Stress Mgmt

 Topic
Overall
Average Before
Average After
% Improve
Statistic

Second Stop! Collaborative research.
To build an evidence base we need a wide range of studies and explorations, which includes qualitative and quantitative methods. We need to work from the interview level to the randomised control level.

The British Psychological Society’s Occupational Psychology Division has a working group called ‘Enabling in the Workplace’. We are working on bringing together a wider range of evidence and starting off new projects.

Please contact Nancy Doyle, post graduate researcher, at n.doyle@jura.ac.uk if you would like to be part of our current research or have any ideas on our next steps.

First Stop! Benchmarking.
The dyslexia coaching programmes are a bit like a black box - clients go into them not knowing what they are going to get out the other side! We’ve worked with the Institute of Leadership and Management to create an Endorsed Programme for adults with dyslexia. This means that we can promise a well-researched, consistent level of delivery to reassure clients and their employers. It works on modules - you do the ones you need with up to 5 as a minimum. The modules (to the right) look like this.

Our modules don’t guarantee success for everyone, but the coaching reports are internally and externally verified for everyone going through the programme. We check that the strategies make sense and that they are being used at work. Best of all, there’s no extra work involved for our dyslexic clients!

How Effective is Coaching for Dyslexia in the Workplace?

So what do we know now?
- We know that coaching can have a tangible impact on performance in key areas.
- We know that the less well known areas of dyslexia are often more important in a workplace than literacy issues.
- But we don’t know
- How the coaching works.
- How this coaching compares to other reasonable adjustments.
- How much of the coaching is a ‘placebo effect’.
- Whether ALL coaching works or some styles are better than others.

Second Stop! Collaborative research.

A Final Thought:
There’s a lot of excellent practice in the dyslexia field and we have made leaps and bounds. By benchmarking and evidencing it, we’re leaving an excellent trail for those who come after us.

For more information call the Genius Within team on 0845 47 47 945 or email info@geniuswithin.co.uk
