DEVELOPMENTAL LANGUAGE DISORDER

Information for employers

Developmental Language Disorder (DLD), is a hidden but common condition that affects people's ability to communicate. It can impact their understanding and/or spoken and written language. Everyone with DLD is different, with their own strengths and challenges. The list below highlights some common difficulties, but others may also occur.

I have ticked the things that are most difficult for me:

☐ **GETTING MY MESSAGE across**
Sharing thoughts and ideas; explaining things; saying when I'm unsure, and clearly asking for support.

FOLLOWING INSTRUCTIONS ☐
Understanding and remembering what to do, especially when it's complex or involves lots of information.

☐ **PROCESSING TIME**
Processing what's been said and planning my reply. Extra thinking time will help with this.

VOCABULARY ☐
Learning, remembering and using words related to work, especially technical words and jargon.

☐ **JOINING IN WITH CONVERSATIONS**
Following and contributing to discussions, especially in a group or when it's fast-paced and people jump between topics.

CONCENTRATION ☐
Staying focused takes a lot of effort, so I may tire easily or lose concentration.

☐ **READING**
Processing and understanding written information, especially large amounts of text and small font.

WRITING ☐
Taking notes whilst listening to somebody speaking; making sure I don't miss important information or forget what was discussed.

☐ **EMOTIONS**
Being able to express how I feel. Living with DLD can be frustrating, and may sometimes make me feel anxious or upset.

SOCIAL INTERACTIONS ☐
Building relationships with colleagues and joining in with social events. Following jokes can be particularly tricky.

PLEASE TURN OVER FOR WAYS THAT YOU CAN HELP ME

Further support, guidance and training can be found at:

moorhouseinstitute.com/dld

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Key strategies to support people with DLD in the workplace

Having colleagues who are aware of DLD can make a big difference. Scan the QR code at the bottom to watch a short, helpful video. Please share it with others too! The list below gives some simple ways to support someone with DLD in the workplace. There may be others.

I have ticked the strategies that would help me most:

☐ **SPOKEN INFORMATION**
Give one instruction at a time. Keep it short, simple and clear. Repeat, or say it another way, if needed. Something visual is often helpful.

PROCESSING TIME
Allow more time for me to respond to what you say. Consider flexible working hours and/or short breaks when processing demands are high. ☐

☐ **COMMUNICATION IN MEETINGS**
Invite me to share ideas in discussions (especially with several people). Joining in spontaneously can be very difficult. Provide follow-up notes.

ROUTINE & TIME MANAGEMENT
Help with creating a clear, daily routine. I may need support with time management, especially for meeting deadlines and changes to routine. ☐

☐ **WRITTEN INFORMATION**
Provide assistive technology. Limit written text when sharing information. Bullet points, diagrams or images are helpful.

TRAINING AND INSTRUCTIONS
Demonstrate anything specific you want me to do and/or let me shadow you as part of my training. I may need repetition of instructions. ☐

☐ **SHARE INFORMATION**
Share my support plan with all relevant people. Ensure that my responsibilities are appropriate and manageable.

SUPPORTIVE COLLEAGUE/MENTOR
Have a named person I can go to for help and support; someone who can speak up for me when necessary. ☐

☐ **UNDERSTAND MY COMMUNICATION STYLE**
Be aware that I don't mean to be rude or anti-social. I may find it hard to choose the right words, especially if I'm stressed or anxious.

PATIENCE & SUPPORT
I may take a bit longer to pick things up. With the right support, I will get there and do my best. ☐

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Scan the QR code to watch a short video about DLD: