

DEVELOPMENTAL LANGUAGE DISORDER



Information for interviewers

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. These will help you when making reasonable adjustments.

People with DLD may struggle with:



GETTING THE MESSAGE ACROSS

Sharing thoughts and ideas, explaining things, saying when they are unsure. This means they may not always be able to clearly ask for support.



FOLLOWING INSTRUCTIONS

Understanding and remembering what to do. This is more challenging when instructions are complex or involve lots of information.



PROCESSING LANGUAGE

Processing what's been said and planning their reply. This can sometimes lead to an awkward silence.



VOCABULARY

Learning, remembering and using words related to work, especially technical words and jargon. This may also affect pronunciation.



FORMULATING RESPONSES

Giving relevant and appropriately detailed answers. This may be due to expressive language difficulties, misunderstanding or forgetting the question.



CONCENTRATION

Maintaining attention to process language. This takes a lot of effort, so they may tire easily or lose concentration.



READING

Processing and understanding written information. This will be more difficult with large amounts of text and/or small font.



WRITING

Putting thoughts clearly in writing. This is particularly challenging when taking notes whilst listening to somebody speaking.



HEIGHTENED ANXIETY

Being more anxious due to the interview situation, which may compound communication difficulties. This will, in turn, increase anxiety; a vicious cycle.



NON-VERBAL COMMUNICATION

Using body language, tone of voice and eye contact appropriately. This may be misinterpreted as a lack of interest or motivation.



Further support, guidance and training can be found at:
moorhouseinstitute.com/dld

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

