

## GETTING TETCHY WITH YOUR TEAM?



Do you ever find yourself getting exasperated with a team-mate?

Do you have a colleague who makes you want to tear your hair out?

Do you ever stop for a minute, and think about what may be behind that?

If you are working in a team - even with just a few other people - you probably have at least one colleague who perceives the world in a rather different way from you, and might respond to challenges in unexpected ways. You might sometimes wonder why they are so ... ANNOYING!

One of the fastest growing areas of my work is adult dyslexia assessments and workplace coaching. Neurodiversity is not something that you grow out of, and the everyday stress of the workplace can affect adults in just the same ways as younger people in education. They may forget vital information, be slow to process information and seem disorganised - even chaotic - in the way they approach tasks, especially when the routine changes suddenly. I work with neurodiverse professionals who find their (increasing) workloads or employers' (unrealistic) expectations challenging, and help them to find strategies to manage the situation.

Often assistive technology is provided as a quick fix, but this can sometimes make things worse, if the required training is not offered in an accessible or appropriate format. It can actually make life more difficult and provide more opportunities for failure and further demoralisation for people who are already under pressure to 'pull their weight' in the team.

So, next time you find yourself wondering how that colleague was ever recruited to your team, take a long, deep breath and instead of having a go at them, ask yourself if there may be an unidentified (or undisclosed) SpLD there.

It may be that what that person needs is an ally, rather than another lecture.

To find out more about neurodiversity, visit [www.ELTwell.com](http://www.ELTwell.com)