



**DEVELOPMENTAL COORDINATION
DISORDER (DCD, DYSPRAXIA):
AN INTRODUCTION**



INFORMATION SHEET

For your employees with Developmental Coordination Disorder (DCD, Dyspraxia) to feel supported, you will need a neuro-inclusive work environment. When you prioritise neuro-inclusion, **your entire workforce will feel supported**, and you will experience enhanced employee retention, productivity, and well-being.

While there are many coping strategies that neurodivergent adults can put into place, neuro-inclusion is intended to be **a collective**, not a solo **effort**.

What is DCD?

Developmental Coordination Disorder (DCD), also known as dyspraxia, is a type of neurodifference **present from birth**. Although it can be diagnosed in childhood, many people who have DCD **reach adulthood before being diagnosed**:

Every individual with DCD is unique, but some common challenges include:

- Co-ordination which can affect everyday activities such as tying shoe laces, writing and playing sports
- Organisation and planning, and working memory
- Time management
- Processing speed, memory and following directions

If someone in your organisation has informed you that they have DCD or their diagnosis is suspected, they must not be met with stigma or discrimination. Being aware of the support an individual with DCD may require will empower them in the workplace, but you don't have to be an DCD expert.

This information sheet will help you understand how Lexxic can help employees with DCD thrive in the workplace



What talents do individuals with DCD bring?



Creative thinker



Bigger picture



Motivated and resilient



Self disciplined



Empathetic and sensitive



Problem solver

- Being highly creative and bringing original ideas
- Seeing the bigger picture and great at problem solving
- Highly motivated, hard-working and resilient
- Often approach tasks with self-discipline and enthusiasm
- The ability to be highly empathetic, sensitive, and build relationships
- Often sees things in a way that others cannot, and think of different solutions to problems





Supporting the individual How can you help?

1. Screening or a diagnostic assessment

If someone you work with suspects that they have DCD **but have not been formally diagnosed**: a screening or a diagnostic assessment is suitable.

1a. Purpose of the screening assessment - indicates whether the individual is demonstrating tendencies of DCD, but it does not provide a complete diagnosis.

This assessment is suitable for individuals diagnosed with DCD more than five years ago or those who do not have a copy of their diagnostic report.

The standard assessment process includes the following:

- **A pre-assessment questionnaire** - to gain a detailed understanding of an individual's strengths, early development, challenges with co-ordination and movement, and medical and educational history
- **A 1-hour assessment using an DCD screening tool** - to gather information on developmental history and challenges in several life and work areas
- **The creation of a report** - that outlines strengths, challenges, and concludes whether the individual demonstrates tendencies of DCD. It does not provide a complete diagnosis. This can help to inform the next suggested stage, the workplace needs assessment

1b. A diagnostic assessment - confirms that an individual has DCD.

This 3-3.5 hour diagnostic can also be helpful if the individual requires adjustments for formal examinations (e.g., extra time).

The standard diagnostic assessment typically involves the following:

- A variety of cognitive tests and discussions with a psychologist to understand an individual's cognitive profile. The evaluation is intended to obtain a detailed analysis of strengths and challenges. Common abilities tested for are:
 - Hand-eye coordination
 - Memory and processing speed
 - Gross and fine motor skills
 - Organisation and planning
- **The creation of a report** - that concludes whether the individual does or does not have DCD

2. A workplace needs assessment

A workplace needs assessment - builds upon the assessment process and provides bespoke advice of adjustments.

The standard assessment process includes the following:

- **A discussion with the individual** - to explore their work environment, daily tasks, strengths, challenges, and current adjustments
- **A discussion with a line manager or HR representative** - to understand the individual's job role, strengths, challenges, and current adjustments
- **The creation of a report** - that outlines the assessment's conclusions and supports the individual and employer in **implementing the recommendations**

Adjustment recommendations can be implemented at little or no cost.

Here are a few of the most standard adjustments for employees with DCD:

- Specialist equipment
- E-learning
- Line manager awareness training
- Assistive technology
- One-to-one coaching

3. One-to-one coaching

A coach will help individuals develop strategies that work for them. One-to-one coaching sessions **teach soft skills that could be applied to the workplace** and environment.

Individuals can **embed the skills learned in the session** into their work, which can help increase the following:

- Productivity
- Confidence at work
- Retention

Coaching topics that may be helpful for an individual with DCD include::

- Organising, planning, and prioritising
- Memory
- Concentration and attention
- Confidence at work

4. Co-coaching

Co-coaching **builds healthy working relationships**. It also brings together employees with DCD and their line manager in a joint coaching session with a psychologist.

Co-coaching is a helpful tool for developing the following:

- Mutual understanding
- Good communication
- Clear goals
- **A safe space** for honest conversations

Building healthy relationships increases collaboration and productivity while fostering a comfortable environment.



**As a team
How can you help?**

5. DCD awareness training

DCD awareness training: **educates line managers and colleagues** working with individuals with DCD. It also builds healthy working relationships, which will help individuals flourish.

Through this training, your staff will:

- Gain a **greater appreciation for co-workers** with DCD
- **Increase their level of understanding** of DCD in the workplace

The aim of the training is the following:

- Learn to **challenge stereotypes** and misconceptions
- To learn about **the unique talents that individuals with DCD bring** to the team
- To provide **advice about adjustments** that can be implemented to support colleagues

6. Implement practical solutions at work

Practical solutions that your team can put in place to support an individual with DCD include:

- Ensuring **written instructions are followed up by verbal instructions**. This helps with memory and keeping focused on the task
- Ensuring your **meetings are completed in a structured way**. For example, at the same time and day each week, to allow the individual to plan and prepare for this meeting
- Having **meetings at the same time** and not organised last minute. This can help with memory and time keeping
- Aiding the individual to **understand priority tasks** that they should focus on to help with organisation



Why Lexxic?

We are proud leaders in empowering neurodiversity in the workplace. With over 15 years of experience, our in-house psychology team has **extensive expertise** across a wide range of professions.

We pride ourselves on working in partnership with employers. At Lexxic, we bring together business and employee needs so that **everyone**, regardless of job title or neurotype, **can thrive**.

Contact us

Address

Lexxic Ltd
Unit CH3.20
Kennington Park
1-3 Brixton Road
London
SW9 6DE

 +44(0) 330 311 2720

 hello@lexxic.com

 www.lexxic.com

