

Occupational Self-Efficacy definition (OSE): Believing you have the ability to be successful at work. This directly affects task choice, effort, persistence and achievement. Those with high levels of OSE participate more readily, work harder, persist longer when they encounter difficulties and achieve at a higher level. Those with low OSE doubt their own capabilities.

A recent study by The Kade Consultancy found that dyslexia affects OSE in a negative manner and individuals with dyslexia experience lower OSE than individuals without dyslexia. This finding is very important because OSE has been found to be related to job satisfaction, job performance, self-esteem and locus of control (This term describes the degree to which a person perceives that what happens to them is a result of their own behaviours or from forces that are external to them and beyond their control). Organisational constructs such as task demands, leader–member exchange and commitment can also be affected.

Therefore, individuals with dyslexia may be hindered in the workplace, not only by their dyslexia directly, but also by their reduced levels of OSE and their belief in their own abilities to complete tasks at work.

As decreased OSE can have such major implications on performance at work, employers may want to consider how this can be improved. Dyslexic workers need managers to recognise their low OSE and to take measures to increase this. Individuals would also require reasonable adjustments to support them with other factors, for example, time management, personal organisation, planning and organising written work.

If you want more information about how to support dyslexic workers through reasonable adjustments, or want to increase awareness about dyslexia within your workplace, please contact us.