

8 SIMPLE ACTIONS

TO FACILITATE THE INCLUSION OF EMPLOYEES WITH **DEVELOPMENTAL LANGUAGE DISORDER (DLD)**

Take the time to discuss with the person to better understand their needs and the tools required for their work environment. Accommodations are often very simple and incur no or low costs.



1. Use a Logbook

This allows the employee to note all important messages from the resource person, breaking down the tasks to be accomplished, and all useful data for performing the work well.



2. Organize the Schedule:

Establish a routine for the employee that is as stable as possible. The schedule should precisely describe the workday. This informs the employee and the team about everyone's roles, supporting efficiency. A schedule in table format or checklists are a good example. Explain the meeting agenda before the meeting if possible.



3. Be Demanding from the Start; Demonstrate Reality:

Be clear from the outset about the required performance. Although the person may need more time for basic training, they will catch up with the team's pace... with a slight delay.

Show the task more than once for the employee to fully grasp it.



4. Provide visual Instructions:

It is preferable that instructions are illustrated concretely, emphasizing visual examples. "Show first and talk later." Adjust the writing on sheets and boards, giving greater importance to key words (e.g., i) Execute the tasks as outlined in the work order. ii) Follow any specific instructions and safety guidelines - <provide copy of safety guidelines>). Consider job shadowing/job trials.

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5. Take Time to Talk

It's better to speak slowly, and if necessary, repeat. Always use the most concrete vocabulary possible, with simple and familiar words if needed. Ask the person to rephrase in their own words. Adjust the information accordingly. Give one instruction at a time or according to the person's capacity.



6. Be Attentive to the Person's Feelings:

A person with DLD may sometimes lack the verbal means to express their feelings, especially what might upset them. If needed, seek help from a companion /personal mentor or resource person. Consider team building activities.



7. Adapt the Interview

Process/Performance Evaluation:

Provide possibility of self-disclosure and adapt interview as necessary. When correcting a task or behavior, start with the positive aspects and then specify the desired changes and improvements.

Regular follow-ups and positive feedback will allow the employee and team to progress at the desired pace.



8. Promote and provide easy and Successful Accommodations:

Use a timer, alarms, Apps, quiet and personal space (or noise canceling headphones), possibility to work from home, and various tools to help the individual perform their work progressively within the required time. Encourage employees to come forward if they have a disability (including DLD) and co-create a plan to make their employment with you a success.

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Source: Document "La dysphasie au quotidien," by Stéphanie Beaulieu, speech and language pathologist, and participants at the conference on November 21, 2015, at Dysphasie Lanaudière (presentation inspired by documents from the Institut Raymond-Dewar and le Regroupement TDL).

Lemos C, Kranios A, Beauchamp-Whitworth R, Chandwani A, Gilbert N, Holmes A, Pender A, Whitehouse C, Botting N. Awareness of developmental language disorder amongst workplace managers. J Commun Disord. 2022 Jan-Feb;95:106165. doi: 10.1016/j.jcomdis.2021.106165. Epub 2021 Nov 17. PMID: 34800812.