

## Tips for Interacting Effectively with People with a Learning Disability

A learning disability has to do with the way the brain is wired. People who have a learning disability in many cases have normal or above normal intelligence, and may use different ways to learn and function. Examples include:

**Dyslexia** –difficulties with the acquisition of spelling and/or reading skills;

**Auditory and Visual Processing Disorder** – difficulty understanding language despite normal hearing and vision, short term memory problems;

**Non-Verbal Learning Disabilities** – a neurological disorder causing problems with visual-spatial, intuitive, organizational, evaluative and holistic processing functions;

**Attention Deficit Hyperactivity Disorder** – Difficulty concentrating, in some cases, cannot tolerate noise or commotion.

- Remember, in many cases this person has normal or above normal intelligence
- Put instructions and important information in writing if the person has auditory and/or short term memory difficulties
- Use hands on training
- Break down complicated tasks into line items with check boxes
- Supply notebooks, file cabinet and other organizing and note taking aids
- Provide a quiet work environment
- May consider using Text to speech software as an accommodation, if needed