PLAY FAIR:
CLARIFY YOUR

REQUIREMENTS

An employee with DLD is an intelligent person who wants to be autonomous and independent. This person often has less work experience and needs to understand how they can meet your requirements.

WINNING CONDITIONS

Be clear about your requirements: a detailed, step-by-step work sequence will help your employee adapt and develop a routine. Having this sequence written down and illustrated will certainly help them remember it.

Name the improvements you want: if you see a difficulty or a problem with the person's skills or behaviour, talk to them clearly. A person with DLD has difficulty reading between the lines and understanding double meanings. Clear and concise language will make for an effective discussion.

Use allies: a specialized employment counsellor can support and guide you through the integration and job retention process. Teamwork leads to success; an effective employee who is happy at work is the key to your business success!



ASSETS

FOR YOUR BUSINESS

Like any employee, each person with DLD has their own strengths. Here are some that employers often notice once the right conditions are in place:

LONG-TERM RELIABILITY:
when well supported and appreciated, many employees with DLD stay loyal to their employer.

WORK ETHIC:
once the expectations are clear, the person can take on all the tasks of the position, including the less appealing ones.

MOTIVATION:
a job where they feel understood is often a strong source of motivation.

STEADY PACE:
once the routine is learned, the person can keep a good, steady pace, even with less supervision.

PERSEVERANCE:
many people with DLD have been making extra efforts since childhood. They often know how to keep going despite difficulties.

KNOWS HOW TO ASK FOR SUPPORT:
many are used to working with support resources and know where to turn when needed.

Take the time to make sure the employee has understood the information. Remember to ask them to rephrase what they understood.

Regroupement TDL Québec
Trouble développemental du langage

www.regroupementtdl.ca
1 800 495-4118

HIRING

A PERSON WITH DEVELOPMENTAL LANGUAGE DISORDER



EMPLOYER BOOKLET

Produced by

Regroupement TDL Québec
Trouble développemental du langage

DEVELOPMENTAL LANGUAGE DISORDER:

IN BRIEF

Developmental Language Disorder (DLD), formerly known as dysphasia, is a neurodevelopmental disorder that affects language (understanding and/or expression). Present from birth, it persists throughout life. It affects 1 in 14 people, or more than 7% of the population.

This disorder, which affects communication, has repercussions on various activities of daily life. Associated difficulties may also be found in other areas (anxiety...).

Since the types of difficulties and the degree of severity vary, the manifestations will differ from one individual to another. Other abilities more or less closely related to communication may also be affected (e.g., motor skills, coordination, sense of time and spatial orientation).

DLD is not an intellectual disability. People with DLD are intelligent, but learn differently.

The learning pace of a person with Developmental Language Disorder (DLD) is different from that of others. It will take you more time to complete their training. You will still come out ahead once this employee has fully absorbed and understood all the steps of their work. Here is a tool that will help you understand the particularities of an employee with DLD.

Specialized employment services for people with disabilities (SSMO-PH, some still known as SEMO) are present in most regions of Quebec. They offer support and tools adapted to the needs of employees and employers.

FACILITATING

INCLUSION THROUGH SIMPLE STEPS

Take the time to talk with the person to better understand their needs and the tools to put in place in their work environment. Accommodations are often very simple and involve little or no cost.

Here are some very concrete tips to better include a person with DLD:

USE AN INSTRUCTION NOTEBOOK: Lets the person write down all important messages from the resource person, the breakdown of tasks to be done and all the information useful for doing the job well.

ORGANIZE THEIR SCHEDULE: Establish a routine for the employee that is as stable as possible (inform them in advance of any change so they can prepare for it, and make sure they understand the new routine).

The schedule should describe the workday precisely. This keeps the employee and the team well informed about everyone's roles, supporting the efficiency of all team members. A schedule in table form or a checklist is a very good example.

SET EXPECTATIONS FROM THE START; DEMONSTRATE THE REALITY: Be clear from the start about the expected 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 so the employee can fully absorb it.

VISUAL INSTRUCTIONS: Instructions are best illustrated concretely, favouring visual examples. "Show first, then talk."

Adjust the writing on sheets and charts, giving more importance to key words (e.g., Dice the fruit (insert an image)).

TAKE THE TIME TO TALK: It is better to speak slowly and, if necessary, repeat. It is always best to 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.

PAY ATTENTION TO HOW THE PERSON FEELS: The person sometimes lacks the verbal means to express their feelings, especially what might upset them. If needed, ask for help from a support worker or a resource person.

WHEN EVALUATING WORK: When you need to correct a task or a behaviour, start with what went well, then specify the desired changes and improvements. Regular follow-ups and positive feedback will help the employee and the team progress at the desired pace.

EASY AND SUCCESSFUL ADAPTATION: Use a timer, alarms and various tools to help the individual do their work progressively within the required time.

FIND SUPPORT

Regional DLD organizations:
regroupementtdl.ca/en/ressources

Regroupement TDL Québec: regroupementtdl.ca/en

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

BECOME A LEADER IN INCLUSION!

Employing a person with Developmental Language Disorder shows your social commitment and brings innovation to your entrepreneurial approach. We congratulate you on giving yourself this privilege and thank you for making a difference that will be noticed.

When you employ a person with DLD, you may have access to programs that facilitate their hiring, such as the work integration contract (Contrat d'intégration au travail). To learn more, call the Services d'assistance aux employeurs at 1-888-367-5647, or Services Québec at 1-877-767-8773.