



MindView Mind Mapping Software

Helps Dyslexic Employees in the Workplace

Although employees affected by Dyslexia can function at a high level, there are many common struggles that working professionals must overcome in their daily activities. Dyslexia typically impacts reading, spelling and writing; however dyslexic learners also encounter problems with short term memory, concentration, sequencing and processing information.

Employers are now responsible for supporting dyslexic employees by providing software and aid to help them overcome the obstacles they experience in the workplace. One strategy in particular is mind mapping, which is a multisensory strategy used by dyslexic individuals for many decades to assist with outlining written documents, organizing thoughts, stimulating memory recall and decision making.

This report looks at why mind mapping helps dyslexic employees in the workplace and examines the key aspects of mind mapping software that enables dyslexic employees to reach their full potential.

Dyslexia in the Workplace

Over the past three decades, research into the causes of dyslexia has led to a greater understanding of the difficulties associated with it.

According to the British Dyslexia Association, it is estimated that between 10% - 15% of the population experience some difficulties due to dyslexia and associated specific learning difficulties. Although often perceived to affect only an individual's educational achievement, dyslexia and specific learning difficulties can have a life-long impact on day to day tasks, as recognized by the Equality Act of 2010.



Many of these difficulties are caused by deficits in working memory and reduced speed of cognitive processing. Tasks such as writing down phone numbers, taking notes in meetings or preparing a presentation may all cause difficulties. In 2001, The Equality and Human Rights Commission established that employers are now responsible for making reasonable adjustments and providing dyslexic employees with the equipment needed to remove the barriers they experience in their employment. According to Innovation Management, mind mapping software is now being used in the majority of large companies, worldwide.

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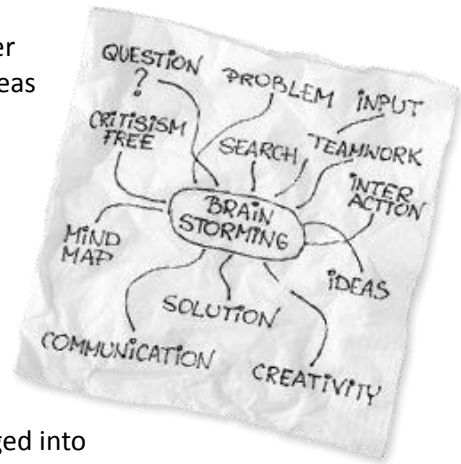
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Mind Mapping & Dyslexia

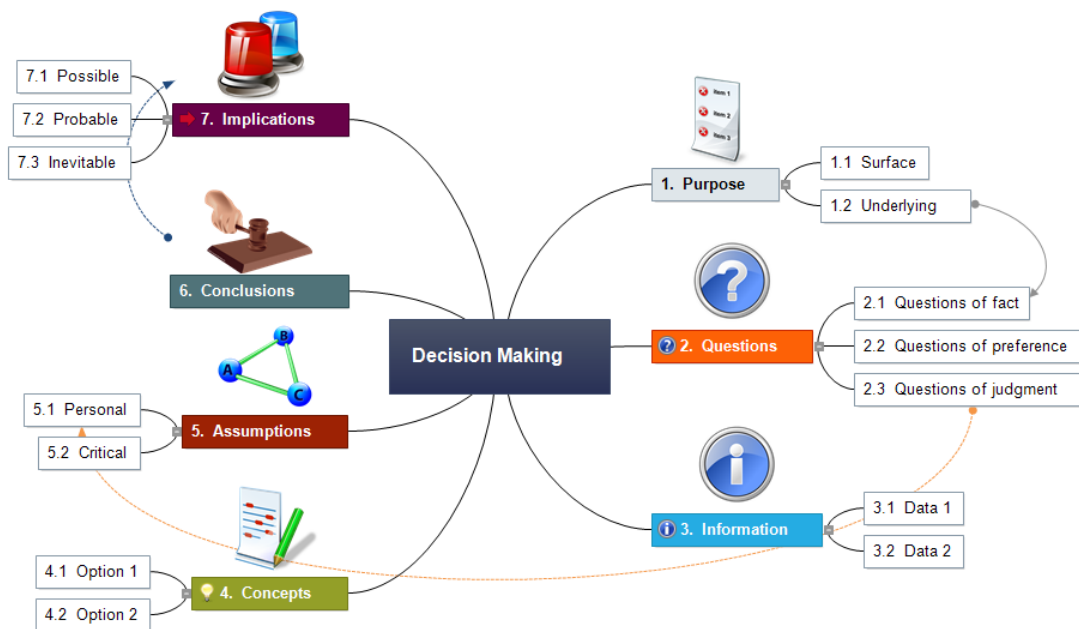
Mind maps have a natural structure that radiates from the center and uses lines, symbols, words, colors and images to visualize ideas and information. Mind mapping turns monotonous information into colorful, memorable and highly organized diagrams that works in line with your brain's natural way of thinking and working. Dyslexics find this method useful when solving problems, organizing their thoughts and making confident decisions.



Dyslexics benefit from mind mapping in that it is a visual approach to understanding information. Mind maps break down complicated information into chunks, which can be arranged into branches and sub branches making the information easier to comprehend.

The visual-spatial nature of mind maps lends itself to the way many dyslexic adults process information, allowing visual memory skills to compensate for working memory and processing difficulties. According to McLoughlin & Leather's book, "The Dyslexic Adult", Dyslexic individuals widely use mind maps for:

- Understanding and note taking on new topics
- Creating project plans and drafting reports
- Managing to-do lists and deadlines.
- Planning and Decision Making



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MindView Mind Mapping Software is Ideal for Workers with Dyslexia



Chuck Frey, publisher of the Mind Mapping Software Blog, conducted an employee survey in which more than 50% of the respondents reported that mind mapping software increased their productivity by 30% or more and had a significant impact on the way they worked. Respondents also reported that mind mapping software is particularly useful for understanding complex issues and managing workloads.

MindView is the industry leading mind mapping software, and includes features specifically designed to assist users with Dyslexia.

- **Familiar Interface:** MindView uses a similar interface to the Microsoft Office packages making it feel familiar and the learners are less likely to be distracted by the interface.
- **Quick Idea Generation With Limited Distraction:** MindView allows users to generate and express their ideas visually on the computer using mouse clicks, simple keyboard shortcuts and icons.
- **Personalizing The Mind Map:** MindView allows users to change map styles and layouts to suit their individual learning style. Furthermore images, colors, fonts and shapes can be applied to branches as well as different background colors for users with visual sensitivities. Users can even develop their own custom styles which can be saved and used for all future maps.
- **Structuring Ideas:** The numbering scheme in MindView allows users to re-arrange ideas after the initial brainstorming session. With 6 interchangeable layouts, MindView offers a consistent structuring solution no matter which view is being used.
- **Outlining And Reviewing Mind Maps:** MindView allows users to switch to an outline view to get a liner overview of their work. Learners can also review the document further by using the Word Count feature or have sections of the mind map read back to them using the Narrate feature.
- **Take Notes And Attach Files:** MindView allows users to add unlimited content to maps in the form of text notes, hyperlinks, sound files and attachments. This allows users to visually organize ideas, notes or research into one document with links to all the relevant information.
- **Exporting To Microsoft Office:** MindView is fully integrated with Microsoft Office. Users can turn their mind maps into structured Microsoft Word or PowerPoint documents with one click. Alternatively, presentations can be delivered from within MindView using the Presentation Mode.
- **Visual Action Plans:** For learners struggling with time management, MindView allows them to add dates and times to the mind map. With one click this information can be converted into a Timeline which can be further personalized by adapting styles and using different colors and icons.
- **Compatibility With Assistive Tools:** MindView provides compatibility with popular assistive tools. Speech recognition users can utilize macros to control and edit maps and the integrated “Narrate” tool reads map content aloud.

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