

# **STYBEL PEABODY & ASSOCIATES, INC.**



Maryanne Peabody and Larry Stybel are co-founders of Stybel Peabody Associates, Inc. Its mission is to Partner with Clients for Success in Leadership Succession. For more information, contact [peabody@stybelpeabody.com](mailto:peabody@stybelpeabody.com)

## **ARTIFICIAL INTELLIGENCE AND DYSLEXIA**

- 3-7% of the population is diagnosed with dyslexia.
- Dyslexics' traditional difficulty with reading and writing may be reduced by artificial intelligence.
- Employers will want to seek dyslexic talent in knowledge work as AI popularity increases.

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At the age of 13, Susan Ibitz wanted to become an FBI profiler. At age 17, she was diagnosed with Dyslexia. She described the diagnosis as a “death sentence for academic studies. I was disabled.” (Ibitz, 2022).

Today, Ibitz is a global expert in face reading and is paid to teach others how to do what she does. In her view, she became successful not despite her disability but because of it.

In this blog, we will discuss the implications of dyslexia for employers and employees in the emerging Artificial Intelligence (AI) world.

## WHAT IS DYSLEXIA?

Dyslexia is a disorder characterized by reading below the expected level for one's age. Problems include spelling words, writing words, sounding out words in one's head, and difficulty pronouncing words when reading aloud. Dyslexia may affect 3% to 7% of the population and is more often diagnosed in boys. The consensus is that it is an inherited disorder relating to the brain's language processing system. (Wikipedia, 2023).

Dyslexia is not related to intellectual ability. Albert Einstein was dyslexic. Steven Spielberg has been formally diagnosed.

## DYSLEXIA MEETS ARTIFICIAL INTELLIGENCE.

One symptom of dyslexia is difficulty spelling, writing, and pronouncing words. For example, our former neighbor was an Emmy Award-winning television news announcer. In person, he was tall, athletic, and charismatic. On television, however, he appeared, small, slender, and shy. When asked about the discrepancy, he confided that he had dyslexia. The result was that he memorized his news stories rather than taking the chance of reading off the teleprompter. He thought we probably perceived his stress.

Today, it is not unreasonable to have AI quietly and invisibly whisper in a dyslexic news reporter's ear. As AI tools are integrated into education, it will provide more opportunities for people with dyslexia to pursue advanced degrees.

## TALENT RECRUITMENT AND DYSLEXIA.

A dyslexic brain is wired differently. In the pre-AI era, "different" probably was interpreted as "inferior."

In an AI era, "difference" can have advantages. People with dyslexia have unique skills that allow them to view issues from multiple dimensions. Employers seeking talent in data analytics, customer relations, graphic design, and IT might find that dyslexic thinkers help create unique perspectives that add value to AI.

Jo Cavan oversees recruitment for the section of the British Intelligence Services that provides surveillance of networks and telecommunications. He states that four out of ten of his department employees are dyslexic:

“We are looking for people who can quickly spot small anomalies in the big picture. They must be able to sift through large amounts of data to prevent a terrorist act or the organization of a crime. Skills such as good shape and pattern recognition are essential. And many of my colleagues with dyslexia have these abilities.” (Ibitz, 2022).

#### SUMMARY AND CONCLUSIONS:

Susan Ibitz is an example of someone who thought her professional dream was crushed by a diagnosis of dyslexia. Instead, she harnessed her unique brain processing system to launch Human Behavior Lab (humanbehaviorlab.com). Today she is a globally recognized figure in human facial reading.

Within five years, knowledge workers will begin to be replaced or augmented by AI systems (Lowrey, 2023). Dyslexics have unique advantages. The rise of AI will make it more probable that employers will be deliberative in adding dyslexics to their analytical teams. Their unique way of thinking is hard for AI to duplicate.

#### REFERENCES:

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