Communication and Learning Styles

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Learning Styles and Personality Types

• Many “Learning Style” and Personality Type Models Are in Current Use
  – Visual/Auditory/Kinesthetic
  – 4MAT Learning Model and Types
  – Experiential Learning
  – Gardner’s 7 Multiple Intelligences
  – Myers-Briggs Personality Types – 16 Types
    • Introverted/Extraverted
    • Sensing/iNtuitive
    • Thinking/Feeling
    • Judging/Perceiving
The Mind Styles Model

• Anthony F. Gregorc, PhD
  – Phenomenological Researcher and Lecturer
  – Developed the Mind Styles Model in 1984
  – “Gregorc Style Delineator”, 4th Ed., 2009
  – Application of Mind Styles to Learning Styles
“Style”

• How the mind “receives and expresses information most efficiently and effectively”
• Style is the outward appearance of an individual’s way of using the mind’s channels to receive and express information
• Gregorc deals with two ways of receiving and expressing information
Perception

How an individual grasps information

• Abstract
  – Conceives and visualizes information through reason
  – Can perceive and understand things invisible to the senses
  – Intuitively deals with thoughts, ideas, and concepts
Perception

• Concrete
  – Perceives and understands information through the physical senses
Ordering

How an individual arranges, references, and uses information

• Sequential
  – Information is organized in a linear, methodical order
  – Disparate information is gathered, categorized, and linked together
  – Expression is logical, progressive, systematic
Ordering

• Random
  – Information is grasped and organized in a non-linear, leaping manner
  – Large batches of information can be grasped together instantly
  – Retained information is held in the mind equally, does not arise in a predetermined order
  – Expression is unconventional, creative, and multifaceted
The Gregorc Style Delineator

• Research-based, word-association, self-scoring, self-assessment instrument
• User ranks 10 sets of four descriptive words which are not parallel or of the same type
• Assign #4 to most descriptive word, #3 next most, #2 next most, #1 to least descriptive
• Use your first impression
• 3 minutes suggested time
Understanding the Style Numbers

• A High Score (27-40) in one style indicates that style is a powerful way of interacting with the world for you

• A Low Score (10-15) in one style indicates your least powerful way of interacting

• An Intermediate Score (16-26) indicates a moderate capacity in that style
Graphing the Style Results

Sequential

Random
Graphing the Style Results

Concrete

Abstract
Communication and Learning Styles

Concrete Sequential

Concrete Random

Abstract Random

Abstract Sequential

75
20   25   30    35  40

20   25   30    25  20

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Understanding the Four Mind Styles
About Dominant Styles

• Everyone has some of each of the four styles
• Most people favor one, two, or even three styles
  – Very few people use all four styles equally
• People can shift temporarily from one dominant style to another as required by circumstances
  – Work, family roles, etc.
Concrete Sequential
CS – Concrete Sequential

• The real world is what can be experienced with the physical senses and is ordered, static, and predictable
• Reality consists of specific people, actual places, and real, tangible things
• Strong physical sensory abilities, keen sense of smell and taste
• Often concerned with “bottom lines”, “deadlines”, “crossing lines”
CS – Concrete Sequential

• Future events are the natural, predictable consequence of current situations
• Strives for perfection and can detect even slight flaws precisely
• Possesses a logical, linear ordering capability and the ability to categorize and subcategorize
• Proof comes through the senses, “seeing is believing”
CS – Concrete Sequential

- Relies on authorized and accredited experts who have both training and experience
- Often collects persons, things, and experiences of value and beauty
- Often suspicious of or resistant to change
- Patient, hard-working, loyal, tenacious
- Practical, dependable, punctual, steady
- Cool, calm, and collected in a crisis
CS – Concrete Sequential

- Abides by laws, morals, ethics, and traditions
- Prefers an ordered, predictable, stable environment
- Conservative in manner, dress, behavior
- Uses exact, logical, succinct words, avoids complex sentences and flowery language
- Makes good/bad, black/white choices with no in-betweens
CS – Concrete Sequential

Intolerant of:

• Situations that are not conventionally correct, violations of the norm or tradition
• Broken promises, procrastination, “surprises”
• “Academic”, non-practical discussions
• Dislikes new, unproven, or experimental ideas
• Emotional decisionmaking
CS – Concrete Sequential

Negative characteristics:

• Inflexibility, excessive criticism
• Treating people as objects to be owned or controlled
• Autocratic and dogmatic beliefs, lack of sympathy or compassion, self-righteousness
• Explosive anger, holding a grudge
• Materialism
Abstract Sequential
AS – Abstract Sequential

- The real world is a non-physical world of thoughts and mental constructs
- Reality is words that represent physical reality
- Reality includes broad concepts – love, peace, justice
- Uses a two-dimensional geometric ordering system with tree-like branching to tie the world together
AS – Abstract Sequential

• Can project a long-range future using history and standard geometric progressions
• Intellectual and logical
• Makes judgments using scientific conventions and traditional criteria
• Thinking is fluid, active, quick, can appear flighty and constantly in flux, “absent-minded professor”
AS – Abstract Sequential

• Capable of detachment from issues to be examined
• Will accept truth from a properly credentialed expert who engages in rigorous research and scholarship
• Collects knowledge objects such as books, degrees, sources of citations
• Eternal student, “knowledge is power”
AS – Abstract Sequential

• Works well with hypotheses
• Synthesizes disparate materials and others’ works to extend them into something new
• Has difficulty taking a firm position, can “sit on the fence” weighing decisions for a long time
• Views emotional displays as irrational, may appear aloof
• Uses reason and logic to explain everyday life
AS – Abstract Sequential

• Often preoccupied with logistics
• Works best alone or with like-minded others, without much supervision
• Uses polysyllabic words, uses words with precision, communicates well with formal, standard English, often incredibly talkative
AS – Abstract Sequential

Intolerant of:

• Sentimental thinking leading to inaccurate conclusions
• Excessive rules and regulations, loud activity
• Unproven or illogical claims or ideas
AS – Abstract Sequential

Negative characteristics:

• Discrediting and devaluing other viewpoints
• Argumentative, skeptical, harshly critical, cold and isolated
• Reducing an idea to something mundane to diminish it
• Ego-centric, uses polysyllabic words to confuse others and “put them in their place”
AS – Abstract Sequential

• Absentminded, forgetful, needs to write things down, tends to file away piles of things that become lost forever
• An eloquent “put-down artist” whose subject many never realize they’ve been insulted
• Preoccupied to the point that they may not know how they arrived somewhere
• Needs to impress everyone with knowledge
Abstract Random
AR – Abstract Random

• The real world is a non-physical world of emotions, feelings, and imagination
• The world is fluid and constantly moving and does not conform to statistics and man’s models
• Perceives events holistically rather than occurring one by one, point by point
• Utilizes a human viewpoint in decision making
AR – Abstract Random

• Doesn’t like using time to restrict experiences
• The future will take care of itself
• Lives for today as “the first day of the rest of your life”
• Thoughts are anchored by emotions
• Judgments are made from prior emotional experiences
• Validity comes from personal experiences
AR – Abstract Random

• Absorbs ideas, information, impressions all around
• Tunes in to other peoples’ inner moods and motivations, allowing sympathy and empathy
• Has the ability to see behind and through outward appearances
• Often pays attention only to things with personal meaning to them
AR – Abstract Random

• Concentrates on relationships and experiences, but concerned with quality rather than quantity
• May maintain relationships due to old attachments despite logical reasons to let go
• May demand that their needs and purposes be met the way they want
• Routines are boring and nonessential
AR – Abstract Random

- An idealist who uses a unifying personal logic that is often not acceptable to those using conventional logic and is therefore thought of as a daydreamer, mystic, or “flake”
- Has an exuberant, enthusiastic, passionate approach to life and feels emotional extremes
- Sensitive to environments, they either blend in or stand out in stark contrast
AR – Abstract Random

• May refuse to accept any change or be able to change overnight depending on current interests
• Communicates with sound, color, music, poetry, and gestures using metaphor, stories, and humor
AR – Abstract Random

Intolerant of:

• Dogma and strict logic
• Non-caring, unemotional, nonspiritual people
• Being forced to justify feelings or experiences
• Being told to be realistic
• Rules and restrictions
• Conservative, restrictive environments
AR – Abstract Random

Negative characteristics:
• Chronic tardiness, failure to meet deadlines
• Ego-centric “me-first” attitude disregarding others, inflated self image
• Inaccuracy, inattention to detail, flightiness
• Moodiness, worrying, self-doubt
• Jealousy, dependency, extravagance
Concrete Random
CR – Concrete Random

• The real world is the solid, physical world, which is the starting point for reality
• Uses a three-dimensional ordering that takes into account how one thing is affected by everything else, forming a stream of reality with no beginning or end
• Utilizes intuition and instinct to see beyond objects in the physical world and identify their true nature
CR – Concrete Random

- Exhibits quick, impulsive thinking
- Independent, insightful, making intuitive leaps
- Has adventurous, optimistic, inspired outlook
- Often ignores theoretical considerations and logic, flouting convention
- Excels in unstructured, problem-solving situations
- Often cannot explain intuitive thought process
CR – Concrete Random

• Seeks unifying principles, missing links
• Rarely accepts conventional authorities, requires practical demonstration and proof
• Focuses on understanding processes, methods
• An “idea” person who often leaves detail and completion to others
• Often concentrates on ideals and attitudes rather than facts
CR – Concrete Random

• Usually considered a gambler or risk-taker
• A “trouble-shooter” and problem solver
• Not adverse to change, often the source of change
• Able to strip away nonessentials and restructure what is left
• A realistic idealist who cares more for options and alternatives than procedures, methods
CR – Concrete Random

- Requires a stimulus-rich environment, freedom of movement and expression
- Often rearranges the environment to change relationships and opportunities
- Thrives on competition
- Feels that language is flat, words do not convey meaning well, and therefore speaks with drama and gestures, often rambling
CR – Concrete Random

• Likes to be a leader
• Brilliant strategist, usually for others
• Outgoing, friendly, loves to socialize
• Doesn’t accept “can’t”
• Loves to “tinker”
CR – Concrete Random

Intolerant of:

• People who are unwilling to change
• Inflexible procedures and rules
• People who demand guarantees that new ideas will work
• Demands to explain intuition
CR – Concrete Random

Negative characteristics:

• Ruthlessness, sacrificing others toward an end
• Jumping from one idea or project to another
• Abandoning a project before completion
• Forgetting promises and agreements
• Irritation at those who cannot follow intuition
• Jumping to conclusions
CR – Concrete Random

- Disinterest in practical considerations
- Famously won’t read directions and instructions
- Difficult to pin down to a particular answer
The Mind Styles

Concrete Sequential

Concrete Random

Abstract Sequential

Practical

Abstract Random

Possible

Potential

Probable
Considerations for the Mediator

- Reality
- Decision making process
- Thinking process
- Focus
- Language

- Validation process and proof
- Fears
- Time
- Intolerances
- Negative aspects

- Rationale
Rationale During Mediation

• CS – rules, regulations, traditions, mores
• AS – justice, precedent, ethics, good/evil, right/wrong
• AR – fairness, equity, social justice, relationship considerations
• CR – discovering ways around problems, thinking outside the box
Primary References


• For additional information, visit: http://Gregorc.com