

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
 - Thinking/Feeling
 - Sensing/iNtuitive
 - Judging/Perceiving

The Mind Styles Model

- Anthony F. Gregorc, PhD
 - Phenomenological Researcher and Lecturer
 - Developed the Mind Styles Model in 1984
 - “An Adult’s Guide to Style”, 1982
 - “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

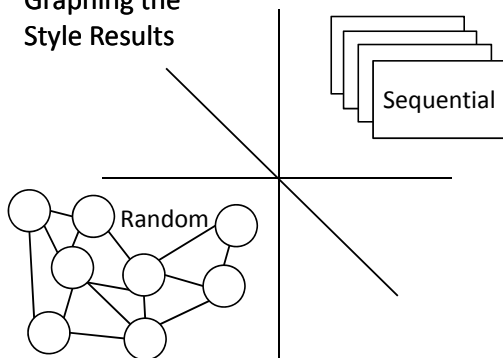
The Gregorc Style Delineator

- 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

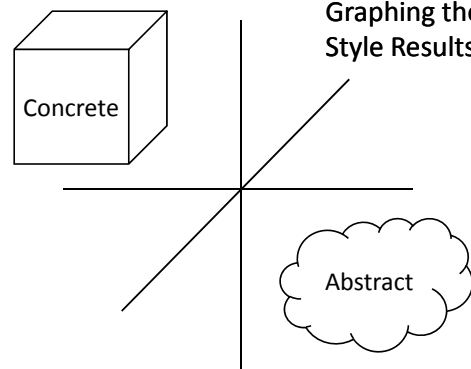
Understanding the Style Numbers

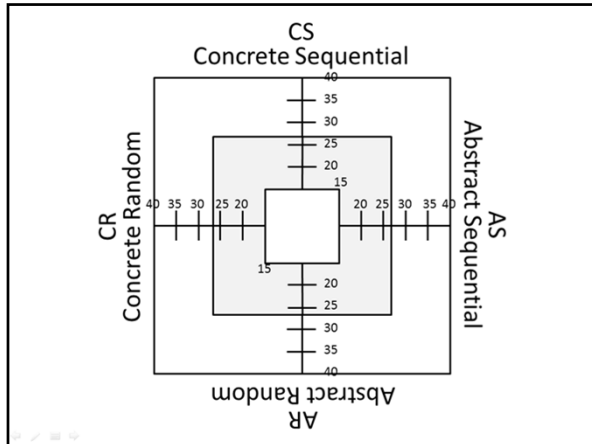
- A High Score (27-40) in one style indicates that style is a powerful way of interacting with the world for you
- A Low Score (10-15) in one style indicates your least powerful way of interacting
- An Intermediate Score (16-26) indicates a moderate capacity in that style

Graphing the Style Results



Graphing the Style Results





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

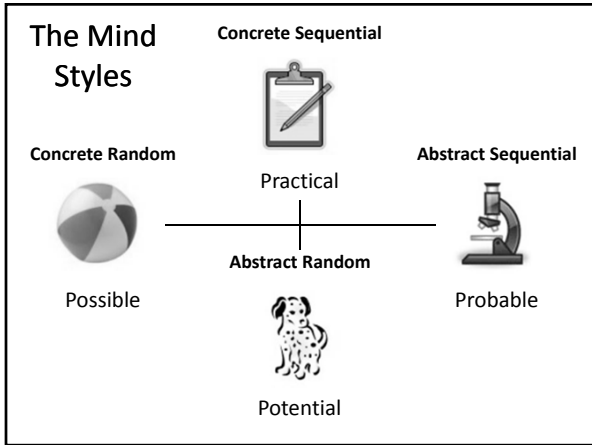
CR – Concrete Random

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



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

- Anthony F. Gregorc, Ph.D., "An Adult's Guide to Style", 1982.
- Anthony F. Gregorc, Ph.D., "Gregorc Style Delineator", 4th Ed., 2009.
- Diane F. Gregorc, "Relating with Style", 1997.
- For additional information, visit: <http://Gregorc.com>