Communication and Learning Styles

Chérie Onkst, MD, JD
Tridoc Enterprises, Inc.

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
  - “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
- 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

Concrete

Abstract
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

- 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

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

- 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

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

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”

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**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”

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**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

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**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

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**AS – Abstract Sequential**

Intolerant of:
- Sentimental thinking leading to inaccurate conclusions
- Excessive rules and regulations, loud activity
- Unproven or illogical claims or ideas

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**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

**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”

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
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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 Random
Concrete Sequential
Practical
Abstract Random
Possible
Probable
Abstract Sequential
Potential

Considerations for the Mediator
• Reality
• Decision making process
• Thinking process
• Focus
• Language
• Validation process and proof
• Fears
• Time
• Intolerances
• Negative aspects

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