



Sample Report .

PeopleKeys - Cognitive Thinking Style Report

Sunday, July 7, 2024

Introduction

What are cognitive thinking styles?

Once you have absorbed new information through your primary sensory preference (auditory, visual, or kinesthetic) you must process it in your mind to try and make sense of it.

Everyone has their own unique way of thinking or processing new information. By trying to understand your own thinking patterns and preferences, you can reveal the ways you learn best.

The LITE model is a unique tool for assessing your thinking style so that you may enhance your learning experiences.

Cognitive styles are the preferences that individuals have for thinking, relating to others, and for various learning environments and experiences. According to Noah Webster, "cognitive" or "cognition" refers to the faculty of knowing; the act of acquiring an idea. This workbook will help explain one of the many thinking style models in existence today.

Cognitive Thinking Styles are based on a few simple principles worth remembering:

- People are different.
- Different thinkers are motivated to learn in different ways.
- Different learners will respond differently to a variety of instructional methods.
- Individual differences among us should be respected.
- People with different styles can be equally intelligent.

Research has shown that thinking characteristics can be grouped into four patterns or "styles." People with similar thinking styles typically prefer similar types of homework, exams, study environments, and are motivated to learn and retain information in similar ways. The four different modes of thinking are broken down in the following manner:

L = These people are organized, direct, practical, factual, and efficient.
We call them ***Literal Thinkers***.

I = These people are imaginative, sentimental, perceptive, and adaptable.
We call them ***Intuitive Thinkers***.

T = These people are analytical, logical, deliberate, and thorough.
We call them ***Theoretical Thinkers***.

E = These people are curious, realistic, innovative, and challenging.
We call them ***Experiential Thinkers***.

"Watch your thoughts,
for they become
words.

Watch your words, for
they become actions.

Watch your actions,
for they become
habits.

Watch your habits, for
they become
character.

Watch your character,
for it becomes your
destiny."

Thinking Styles Overview

all four thinking styles at a glance

Literal Thinkers

Practical in their thought

Likes organization

- keeps his/her thoughts and workspace well organized.
- is very direct, literal, and to-the-point in his/her communication.
- views things in terms of their usefulness.
- thinks in a linear manner, enabling him/her to follow step-by-step instructions well.
- likes tangible rewards.
- takes people "at their word" and doesn't look for hidden meaning in conversation.
- likes to complete one task before moving on to the next.

Intuitive Thinkers

Sensitive in their thought

Cares about feelings

- believes that life and learning are personal experiences.
- tunes into feelings and attitudes around them.
- learns from others in a friendly, cooperative way.
- uses their imagination to make learning real.
- responds easily to friendly people.
- asks for personal opinions from others before deciding.
- "reads" into what is said.
- is unpredictable and spontaneous.

Theoretical Thinkers

Thorough in their thought

Does the research

- believes every situation deserves thorough analysis and deliberation.
- has the ability to think rationally and logically.
- is a seeker and gatherer of information and loves doing research.
- looks beyond the obvious and finds the underlying principle or "moral of the story."
- has the ability to sort through information objectively.
- is well versed in subjects that interest them.
- wants to explore all the options before deciding.

Experiential Thinkers

Original in their thought

Takes risks

- believes only what he/she can experience.
- will learn a new skill if he/she feels it serves their purpose.
- when a routine sets in, he/she will move to another project.
- is intrigued by the unknown.
- believes in taking risks.
- constantly tests environment and challenges authority to see what will happen.
- is passionate about convictions.
- is independent and likes to have control of his/her life.

Your Cognitive Thinking Style

your thinking style characteristics

Sample Report's dominant thinking style is "Literal"

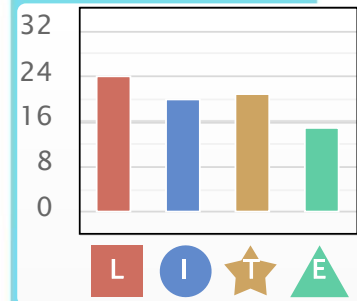
The dominant Literal Thinker has the natural ability to think in a linear, consecutive manner. If you just bought an "assemble yourself" product, this is the person you want to put it together for you. In fact, the Literal Style would probably enjoy reading and following the directions. This thinker views issues in terms of their practicality and has a flair for making everything work more efficiently.

Literal Thinkers are straightforward communicators -- direct, literal, blunt, and to the point. They don't read between the lines, but say what they mean and mean what they say.

The Literal Style is one of order. Every task he/she undertakes has a beginning, a middle, and an end.

Remember, a Literal Thinker tends to be:

- Practical in their thoughts and actions
- Organized
- Efficient
- Thorough
- Genuine
- Precise
- Detailed
- Perfection-Oriented
- Task-Oriented
- Direct
- To-the-Point
- Blunt
- Traditional thinking
- Factual
- Literal
- Pragmatic
- Structured
- Predictable
- Dedicated
- Dependable
- Honorable



L=24, I=20, T=21, E=15

Your Cognitive Thinking Style

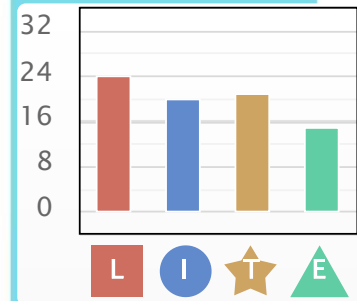
your thinking style characteristics

The Literal Thinker:

- Keeps his/her thoughts and work space well organized
- Is very direct, literal, and to-the-point in his/her communication
- Views things in terms of their usefulness
- Thinks in a linear manner, enabling him/her to follow step-by-step directions well
- Likes tangible rewards
- Takes people "at their word" and doesn't look for hidden meanings in conversation
- Likes to complete one task before moving to the next

The Literal Thinker General Characteristics:

- Arranges, classifies, lists, categorizes, orders data, information, ideas, time, and items
- Prefers desks, books, and things to be in their place
- Does things the same way; has consistent habits and routines
- Tries to sequence random assignments--"How many pages should this be?"
- Is fascinated with mechanical and technological things and how they work
- May get bored with lectures; likes to be involved
- Learns easily when shown a concrete example
- Does well on objective tests
- Keeps lists and schedules to divide their time
- Is good with exact, structured work, i.e. map-making and workbooks
- Likes to finish one task before starting another
- Wants instructor to check that his/her work is correct
- Doesn't read hidden meanings into body language; takes things as they are stated
- Accepts things as are seen; "seeing is believing"
- Shows creativity by producing physical products from general ideas
- Likes to memorize and repeat to learn
- Can be counted on to do what he/she says
- Adapts to change only when prepared in advance



L=24, I=20, T=21, E=15

"I think of life as a good book. The further you get into it, the more it begins to make sense."

-Harold Kushner

The Literal Thinker

capitalizing on your thinking strengths

Please note: Not all of these will apply to you, but be aware of the strengths typically of others who share your style.

Your strengths are:

- Focusing on a project until it is completed
- Clear, no-nonsense communication
- Working hard to keep a deadline
- Being practical about complex issues
- Designing systems to make things work smoothly, efficiently, and economically

You may have difficulty with:

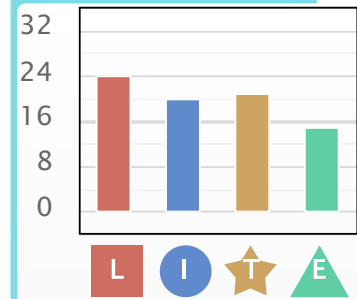
- Abstract words or hidden meanings
- Communication with no agenda
- Functioning in a cluttered work space
- Requests to "elaborate on feelings"
- Depending on others in a group
- Visualizing things that can't be seen
- Incomplete or vague directions

In a group, you:

- Contribute consistency, organization, and security to the group
- Pay close attention to detail
- Organize everyone in the group
- Make sure the project follows through to the end
- Communicate clearly and concisely--get to the point, stick to the facts, and keep emotion out of the project

Working alone, you (example: reading):

- Like reading about practical subjects
- Would rather "do something" than read
- Don't like to read about abstract concepts
- Use common sense instead of emotions to form opinions about what you read
- Don't mind reading about the details as long as they are concrete and factual
- Like to read nonfiction, autobiographies, how-to manuals, history, science, and technology



L=24, I=20, T=21, E=15

"When I get ready to talk to people, I spend two thirds of the time thinking what they want to hear and one third thinking about what I want to say."

-Abraham Lincoln

The Literal Thinker

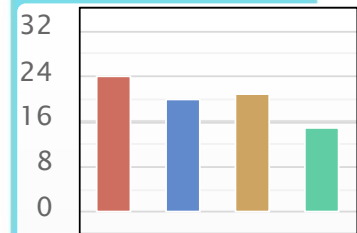
how you may improve learning

Learning Strategies

As you make your way through your educational experience or in the workplace, you will develop learning preferences and learning strategies that work for you. You may discover that studying with someone else might help you (cooperative orientation), but may restrict your friend (independent orientation). Some thrive on structure; others could care less about organization. Some want tangible rewards (a good grade, a pay raise); others will be motivated by acceptance, respect and recognition (positive feedback, more responsibility, awards).

The following outlines the learning strategies that typically work for Literal Thinking Styles:

- Before beginning a paper or a project, ask the leader if he/she has an example to show you. You work well when you can see or feel a concrete (tangible) example of an assignment and then use that knowledge to guide you through your assignment.
- Choose a study/work area that is quiet. Your style has a low tolerance for distraction.
- Ask for frequent feedback from the leader. You feel better when you know what is expected of you.
- Ask people to "put it in writing" when explaining or giving instructions. You have difficulty following unclear, incomplete, or abstract directions. Putting it in writing reduces the chance for misunderstandings.
- You may be more likely to succeed on multiple choice or true/false exams than on essay exams. You tend to see things as either "right" or "wrong."
- Practice flexibility. You feel most comfortable doing things the same way, but many times, a class or assignment requires that you innovate and find new ways of doing something.
- Rely on your common sense; this is your strength. But also encourage your creative, imaginative side.



L=24, I=20, T=21, E=15

"I must write it all out, at any cost. Writing is thinking. It is more than living, for it is being conscious of living."

-Anne Morrow
Lindbergh

Thinking Style Wrap up

know what you know

Being Aware...

This report has provided you with a way to recognize and appreciate your main style of processing new information. There are four main Cognitive Thinking Styles (Literal, Intuitive, Theoretical, and Experiential) and you have received information on your dominant cognitive preference.

Maximize Strengths; Minimize Weaknesses...

It's that simple. If you know where your thinking excels, you can capitalize on those aspects, use your mind to do what it enjoys doing most. If you took your car to your dentist to get an oil change, it would take your dentist much longer to figure out what to do than if you took it to a mechanic. Your mind has a distinctive skill set that it has sharpened over the years. Find out what that is, and use it. Once you pinpoint and appreciate your strengths and limits, you can minimize or maximize them in all types of learning situations.

Know Yourself...

To know yourself sometimes requires that you stand outside of yourself and observe, objectively in a critical way. Your report has indicated that you prefer one thinking style. It is up to you to decide if it is "like" you or it is "not like you".

For Further Reflection...

1) Do you agree or disagree with the characteristics attributed to your dominant style? If you disagree, with what aspects in particular?

2) Where does your thinking excel? Do you excel at any particular subjects or test types?" Why do you think that is? Please begin by explaining, "I know I am good at..."

3) Where might your thinking be limited? Think about the question, "I know I have difficulty when it comes to..."

4) What strengths do you bring to a group project?

5) What types of material do you prefer to read?

6) What learning strategies do you currently practice?

"Thinking is easy, acting is difficult, and to put one's thoughts into action is the most difficult thing in the world."

-Johann Wolfgang von Goethe