



Thinking**Pattern**Profile

A Decision-Making Assessment

Thinking Pattern AssessmentObjective

Identify thinking and decision-making style, and resulting strengths and development areas.

Overview:

Unlike self-report instruments, this instrument measures, not what a person reports they are like, but how they actually think. Not **what** they think, but **how** they think. It has the respondent perform a thinking task and then, using complex mathematics, produces a detailed picture of the person's preferred thinking process. It provides objective information regarding such variables as one's strategic thinking ability, attention to concrete detail, intuitive insight, persistence, consistency, systems orientation, sensitivity to others, confidence, optimism, self-regard, emotional control and drive level.

In addition to its validity and reliability, the instrument has been tested according to EEOC criteria and found to be nondiscriminatory toward race, sex, or gender.

The advantages of the assessment include the following: administration takes about 15-20 minutes, it is objective and cannot be biased, it is simple in that it consists of the rank ordering of 18 items and 18 statements, it is non-obtrusive in that respondents are not asked to describe themselves or their experience, it is available in multiple languages including pictograph, it is supported by research, and its users report very high face validity.

The **Thinking Pattern Profile** has been very successfully used for recruitment, professional development, teambuilding, succession planning, self-esteem building and relationship building.

Why the Thinking Pattern Profile:

Thoughts direct actions and actions lead to results and feelings. New results come from new actions which are generated because of new thinking.

What the Thinking Pattern Profile Measures:

Because it measures the pattern of decision-making which the person uses when processing information about the world and themselves, the Thinking Pattern Profile empowers both individuals and groups to identify strengths and blocks relating to the:

- People with whom they must work
- Tasks they are to perform
- The environment in which they work
- Inner capacities involving confidence and self-esteem

In short, the Thinking Pattern Profile system measures the capacity, clarity, and balance that individuals and groups have regarding people, tasks, systems and themselves. The Thinking Pattern Profile is like a "fingerprint of your thinking process."

Why Use the Thinking Pattern Profile

The Thinking Pattern Profile is objective. It does not ask respondents to describe themselves. It has them do a task and picks up their decision-making pattern as they do the task.

The Thinking Pattern Profile cannot be biased. Unlike most other assessments, there is no indication in the items as to how to influence the score. Since the output depends on sophisticated mathematics, the assessment merely picks up the pattern of thinking the person is actually using. If someone is trying to play with the profile and not taking it seriously, a report will not print out. There is a Rho statistic in the programming that indicates whether or not patterns in a body of data are random. In order for a pattern to be real and not accidental, the Rho score must be over 500. The Thinking Pattern Profile program will not print out a report unless the score is at least almost 700.

The **Thinking Pattern Profile** measures what is centrally relevant to an organization's performance: a person's thinking and decision-making process.

The Thinking Pattern Profile does not invade one's privacy. The respondent is asked nothing about themselves other than how they would rank sets of items. There is no reference to their childhood or their personal behavior or their private life.

The Thinking Pattern Profile has been validated in a business environment. Validity and reliability testing was based on Dollar General Corporation's entire workforce of over 40,000 people, from Cal Turner the President in Nashville, to the warehouse employees in Miami and everyone in between. Additional studies were conducted at Sara Lee Corporation, GTE, CUNY Mutual and most recently Hospital Corporation of America.

The Thinking Pattern Profile does not discriminate. There is no difference in scores between races, genders, and age levels. The same bell curves were found with each group. In fact, in one study of marginal unemployables in Manhattan conducted by the American Institute of Banking, the data from the minority groups receiving the remedial training followed the same curve as a randomly drawn sample of management personnel.

What this seems to point out is that the Thinking Pattern Profile measures actual thinking processes that all human beings share and that each human being can personalize in a unique way. Hartman received the Nobel Peace nomination for his devotion to studying just these processes.

The Thinking Pattern Profile measures what is centrally relevant to an organization's performance: a person's thinking and decision making process. The Profile makes no assumptions about a person based on information they give about themselves. It measures simply, directly, and accurately, the pattern of that person's thinking process.

Behind Every Good Result is a Great Insight.

LOOKING FOR A BOXED APPROACH? **YOU WON'T FIND IT HERE.**

Our approach is an exchange; an exchange of dynamic listening and deliberate question asking. We ultimately identify the key leadership and talent factors that influence your organization's issues and successes. Then we apply our breadth of experience in working with companies like yours and people like you to develop a model of your company's leadership culture, language, symbols and values.

As partners, we collaborate with you to mold, customize, and implement an application uniquely designed for your people, values, and systems, and strategies. Our consulting, training, coaching, and assessments serve to reflect your culture, even as it enhances your results.

OUR CLIENTS INCLUDE:

Children's Hospital, San Diego
L-3 Interstate Electronics Corp
Alcon Laboratories
Sony Electronics
T-Mobile
Cox Communications
HHSA, County of San Diego
City of Chula Vista
San Miguel Fire District
Mission Federal Credit Union
Scripps Bank
Discovery Bank

PETCO Animal Supplies
Ametek
City of Poway
Kleinfelder Engineering
Barney & Barney
J.R. Filanc Construction
San Diego State University
UC San Diego
Cal State San Marcos
TEC Worldwide
AIG/SunAmerica
ITW Space Bag & Valeron



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