

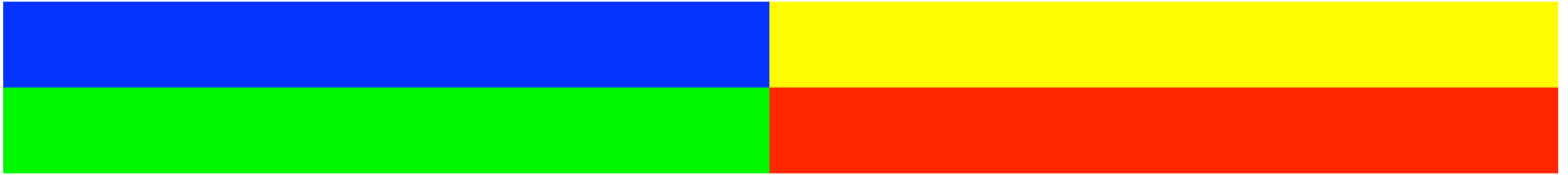
CFGP Philanthropy Forum 2011

Putting your *WHOLE* Brain to work

Sheila Norris

better results through better thinking





Contact information:

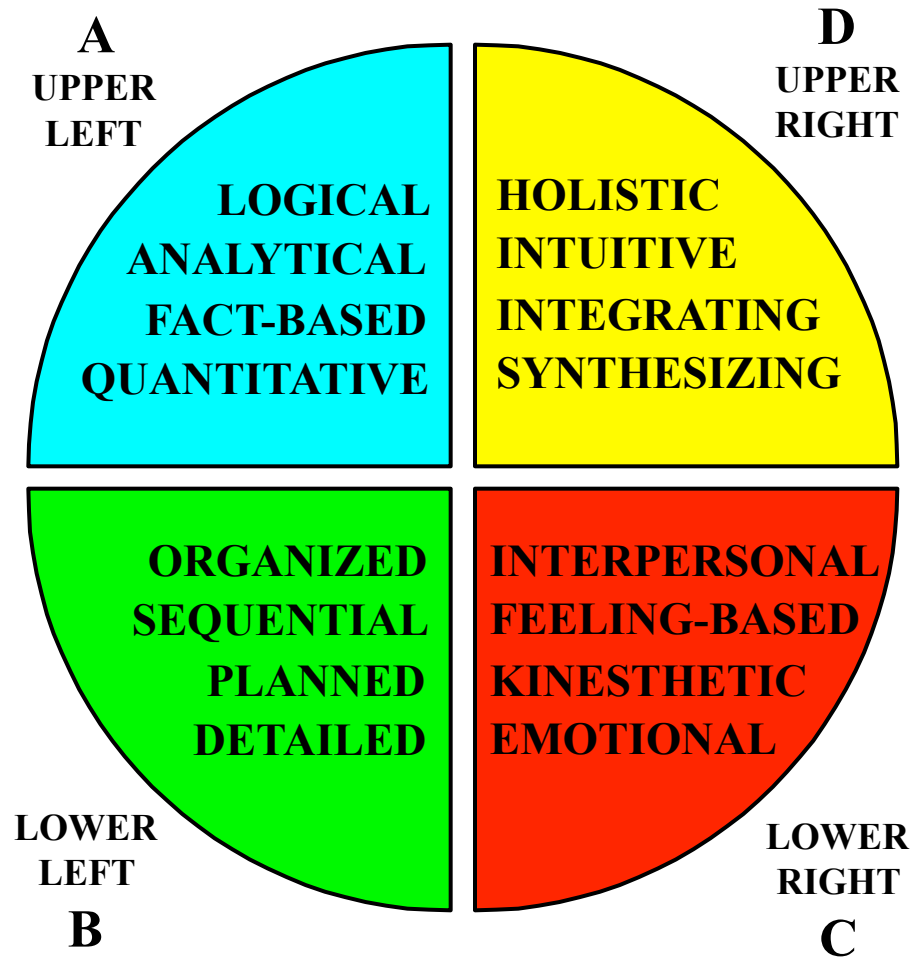


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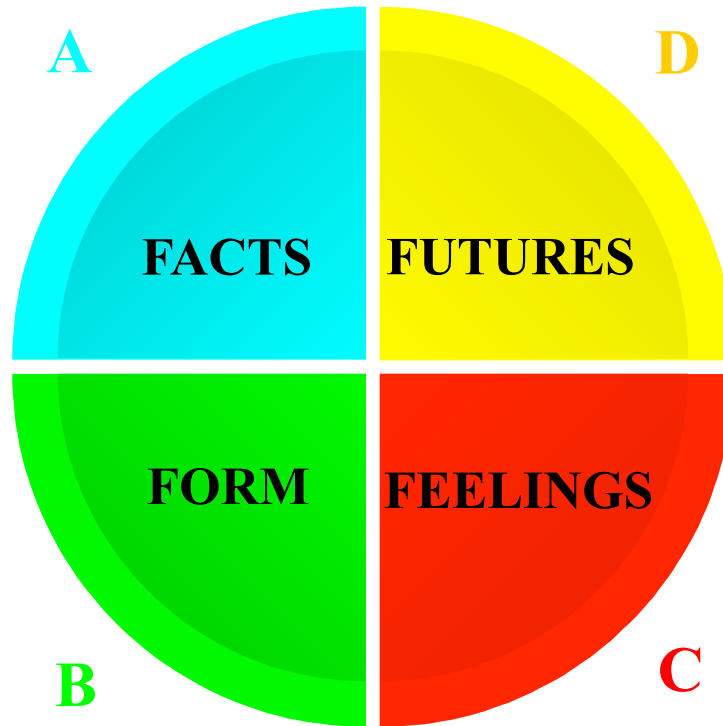
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WHOLE BRAIN[®] MODEL



FOUR F'S



A

- Gathering facts
- Analysis of issues
- Arguing rationally
- Forming theories
- Measuring precisely
- Problem solving logically
- Financial analysis & decision making
- Understanding technical elements
- Critical analysis
- Working with numbers, statistics, data and precision

D

- Reading the signs of coming change
- Seeing the 'big picture'
- Recognizing new possibilities
- Tolerating ambiguity
- Integrating ideas and concepts
- Challenging established policies
- Synthesizing unlike elements into a new whole
- Inventing innovative solutions to problems
- Problem solving in intuitive ways
- Simultaneous processing of different inputs

Strengths

- Finding overlooked flaws
- Approaching problems practically
- Standing firm on issues
- Maintaining a standard of consistency
- Providing stable leadership & supervision
- Reading fine print in documents/contracts
- Organizing and keeping track of data
- Developing detailed plans & procedures
- Articulating plans in an orderly way
- Keeping financial records straight

B

- Recognizing interpersonal difficulties
- Anticipating how others will feel
- Intuitively understanding how others feel
- Picking up the non-verbal cues of interpersonal stress
- Engendering enthusiasm
- Persuading, conciliating
- Teaching
- Sharing
- Understanding emotional elements
- Considering values

C

A

- Inarticulate, 'off the track' communication
- Excessive 'chatter'
- Vague, ambiguous approaches or instructions
- Illogical comments
- Inefficient use of time
- Lack of facts or data
- Inappropriate informality
- Overt sharing of personal feelings
- Impression of not knowing the 'right' answer
- Fear of challenge or debate

D

- Repetition
- Too slow paced
- 'Playing it safe' or 'by the book'
- Overtly structured, predictable
- Absence of humor and fun
- Lack of flexibility, too rigid
- Inability to get concepts or metaphors
- Drowning in detail
- Too many numbers
- Dry, boring topic or style

Frustrations

- Unknown or lack of a clear agenda
- Disorganization
- Hopping around from subject to subject
- Too many ideas at once
- Unpredictable
- Too fast paced
- Unclear instructions or language
- Too much beating around the bush
- Incomplete sentences
- Lack of closure

- Lack of interaction
- No eye contact
- Impersonal approach or examples
- Dry or 'cold' un-enthusiastic interaction
- Insensitive comments
- No time for personal sharing
- All data, no nonsense
- Lack of respect for feelings
- Overly direct or brusque dialogue
- Critical

B**C**

A

- Analysis paralysis
- Unemotional
- Not factoring in the impact to people
- Debate over who has the best facts
- Measure everything
- Too direct
- The need to be right
- Difficult to “read,” flat affect
- Arrogant
- Unaware of their audience

D

- Flakey
- Distracted
- Topic jumping/ inarticulate
- Unrealistic expectations
- Ideas not based on facts / reality
- Inability to implement and complete a project
- Absent-minded professor, in their own ideas
- Not focused on details
- Resist structure/ disregard authority
- Reinventing the wheel

The Dark Side

- Controlling/ rigid/ up-tight
- Can't see the big picture
- Reject new ideas/difficulty generating ideas
- Resist change/ stubborn
- If you want something done right ...
- Micromanaging/ don't easily delegate
- Overemphasis on protocol and time
- Anxiety with ambiguity / need all the info
- Perfectionist

B

- Overly sensitive/ inappropriately emotional
- Too much democracy (not time efficient)
- Not fact based
- Irrational
- Difficult decision making (people pleaser)
- Lack of / too many boundaries
- Defended
- Emotional festering = explosion later on
- Low productivity
- Conflict adverse

C