

# Gregorc Mind Styles

## INCREASING TEAM EFFECTIVENESS

Sarah Gillen, PCC, is certified in Gregorc Mind Styles, an assessment tool that identifies cognitive styles. It is the work of Anthony Gregorc, a pioneering researcher in the way people learn. The assessment tool is revolutionary in that it both identifies the specific ways in which they perceive information and choose to value, but also how they process and act on it.

Understanding one's own mode leads people to value their own style and use it more effectively. Understanding the four modes leads individuals to understand why they may have difficulties with other types of thinkers, how to value others' styles and strengths, and how better to work together productively. Specific styles have been found to have difficulty interacting that often leads to conflict and reduced performance in corporations and other groups.

Research with hundreds of business teams at all levels of organizations has found that not understanding others' styles leads to:

- undermining the team's methods of gathering or conveying information
- discussion becoming non-productive, frustrating, disorganized, and sometimes hostile
- team members becoming impatient or threatened by others on the team
- teams being less productive
- teams not being able to fix their problems
- members tuning out, seeing meetings as a waste of time, not being able to learn from or value others' input

When teams understand the way that others assign value to information and to work processes, they are able, with the help of skilled facilitators, to:

- develop personnel competencies based on their cognitive profile
- establish and maintain successful high-performance and cross-functional teams
- greatly improve personal and team performance
- reduced conflict

To learn more about how to improve your teams, contact Kitty Martin at The Coaching Center of Vermont at (802) 654-8787, or [kitty@coachingcenterofvt.com](mailto:kitty@coachingcenterofvt.com).



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