

Daily Minimum Requirements

Auditory learners:

*Need to talk
Need to ask questions
Need to hear from you*

Visual learners:

*Need to see what you're talking about
Need to show you what they mean
Need to have time to watch and think*

Kinesthetic learners:

*Need to keep moving
Need to get to the bottom line quickly
Need to take action*

Analytic learners:

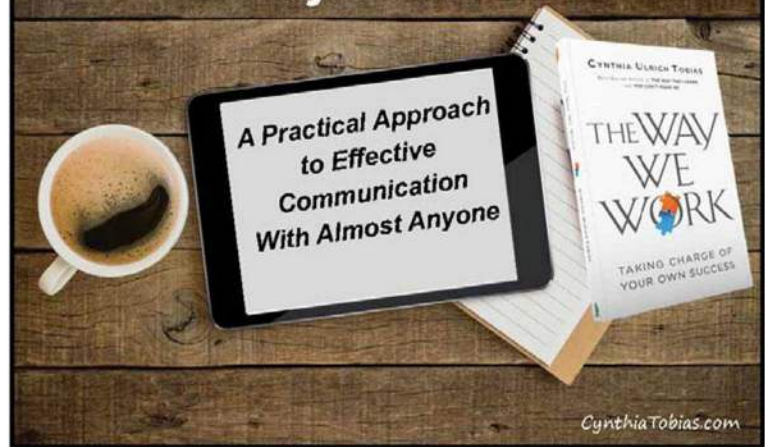
*Need routine and predictability
Need organization and procedures
Need to work on one thing at a time*

Global learners:

*Need to be valued as part of a team
Need flexibility and chances to be spontaneous
Need to multitask to capitalize on inspiration*

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The Way We Work



A presentation by
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Be patient with each person, attentive to individual needs. And be careful that when you get on each other's nerves you don't snap at each other. Look for the best in each other, and always do your best to bring it out.

—I Thessalonians 5: 14-15 (*The Message*)

**You can spread jelly on
the peanut butter, but
you can't spread peanut
butter on the jelly.**

—Dick Van Dyke

CynthiaTobias.com

Cynthia's books include:

The Way We Work

The Way They Learn

Every Child Can Succeed

Middle School: The Inside Story

You Can't Make Me! (But I Can Be Persuaded)

3 Core Concepts

1. There will never be a time in your life when you aren't learning.
2. Learning and communication are inextricably linked.
3. We are all equal in worth and value, but none of us can do everything equally well.

What Helps Me Remember Information:

Auditory

(To remember something, I usually need to hear myself say it out loud, discuss it with others, or make a "thinking noise")



Definitely *Sometimes* *Never*

- Ask me questions.
- Tell me what you want and let me ask questions..
- Use emphasis & emotion in your voice; no monotone.

Visual

(To remember something, I usually get a picture in my mind, draw, doodle, or write it down.)



Definitely *Sometimes* *Never*

- Show me something as soon as possible.
- Give me a chance to visualize what you're saying.
- Put it in writing whenever you can.

Kinesthetic

(To remember something, I usually need to move around, take short breaks, and take some kind of action)



Definitely *Sometimes* *Never*

- Let me do something as soon as possible.
- Let's walk or do something while we talk.
- Get to the point quickly.

Auditory—Give me something to talk about.

Visual—Give me something to see.

Kinesthetic—Give me something to do.

You make a difference in the world in ways no one else can. And once you identify and accept how your personal strengths can help you succeed, you will have countless opportunities to help others discover and appreciate *The Way We Work*.

How My Mind Processes Information:

Analytic

Focus on specific facts; break information down, piece by piece; remember details.

Definitely *Definitely Not*

My Strengths:

- Focusing on details
- Doing one thing at a time
- Working independently



My Preferences:

- Having an orderly process
- Knowing what to expect
- Being objective and consistent

My Frustrations:

- Having a sudden change in plans
- Dealing with vague generalities
- Being forced to work collaboratively

Global

Focus on the big picture, get an overall understanding of the "gist of things", understand things in context.

Definitely *Definitely Not*

My Strengths:

- Seeing the overall picture
- Doing several things at once
- Working with others

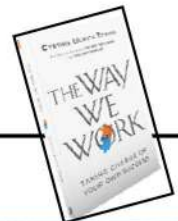


My Preferences:

- Spreading things out to see them
- Feeling understood and appreciated
- Flexibility and variety

My Frustrations:

- Having too much routine
- Listening to a lot of details
- Having to work alone



To find out more about identifying your strongest modalities: *The Way We Work*, pp. 29-40; To find out more about identifying your naturally dominant cognitive process; *The Way We Work*, pp. 41-50.