

Identifying Your Brain Bent

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To accompany *Work Task-Energy Evaluation* under Assessments

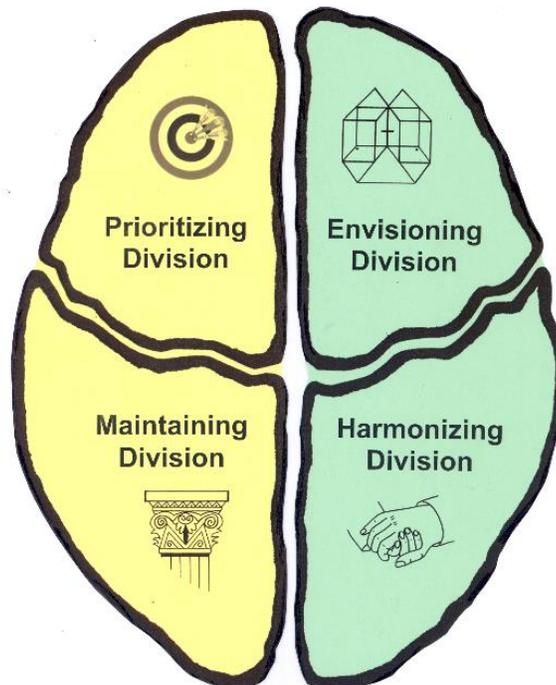
Also refer to the Practical Applications section



Each brain is believed to have a ‘bent’ and an energy efficiency in one of the four cerebral divisions. To help you identify your ‘bent,’ compare a key work task you enjoy doing and that energizes you with the following information about the cerebral divisions—this task likely aligns with your brain bent.

Conversely, compare the work task you dislike doing the most and that drains your energy (and that you procrastinate or would do so if you believed you could) with the same information—this task likely aligns with your most energy intensive division.

Information on the two Frontal divisions is first, followed by that of the two Posterior divisions.



FRONTAL CEREBRAL DIVISIONS

Summary of key functional contributions – Frontal divisions

 Prioritizing Division	Envisioning Division 
<p>Prioritizing division functions enable you to set / achieve goals and make objective / timely decisions, including an ability to:</p> <ul style="list-style-type: none"> • Reason inductively/deductively (logic) and engage in data-driven problem-solving • Analyze for functionality (e.g., people, machines, or ideas) and prioritize actions necessary to achieve their goals <p>NOTE: Those with a different brain bent may perceive prioritizers as insensitive, workaholic, people-users, who don't know how to have fun.</p>	<p>Envisioning division functions enable you to anticipate and make changes, including an ability to:</p> <ul style="list-style-type: none"> • Visualize - three-dimensional internal mental picturing, pondering, and meditating • Notice when things are changing, identify trends, and compute context (the balcony view); engage in innovative and intuitive problem-solving such as brainstorming new ideas, processes, and products. <p>NOTE: Those with a different brain bent may perceive envisioners as unrealistic, unpredictable, and disrespectful of rules.</p>

Areas of Unique Giftedness – Frontal divisions

 Prioritizing Division	Envisioning Division 
<ul style="list-style-type: none"> • Hardball negotiation (if Extroverted) • Strategy development • Cost-benefit analyses • Goal setting • Managing resources based on data • Precision • Setting and achieving goals and finding way to “win” 	<ul style="list-style-type: none"> • Exploring the unknown (entrepreneurial) • Finding new solutions (inventions, creativity, problem-solving intuitively) • Imagining (visioning, visualizing) • Inspiration (may be charismatic) • Mimicry • Creativity in a variety of artistic endeavors (e.g., painting, composing, sculpture)

Examples of Contributions by Cerebral Division – Frontal divisions

 Prioritizing Division	Visualizing Division 
<p>Individuals with a brain bent in the prioritizing division tend to excel at making logical decisions based on data, especially when this involves allocation of resources</p> <p>They generally prefer to make the decisions themselves or delegate who will</p> <p>They usually work quickly and in control, using technical concepts</p> <p>They tend to be very competitive and try to win</p> <p>They can become workaholic in an attempt to achieve their goals</p> <p>When presented with either elaborate explanations or a lack of data they can become restless or even bored</p> <p>They tend to want things covered rapidly, to make decisions rapidly, and to identify and compare options in a timely manner</p> <p>In a nutshell, prioritizers want to strategize and win—logically, precisely, analytically, and quickly</p> <p>If Extroverted:</p> <ul style="list-style-type: none"> • Negotiation • Leading in times of controlled growth and plentiful resources • Fighting, forcing, or driving to win 	<p>Individuals with an energy advantage in the visualizing division tend to excel at anticipating and making changes, at seeing the big picture and trending, and may be very metaphoric, adaptable, and creative (e.g., ‘solving the impossible’ which is often seen by others a ‘risk taking’)</p> <p>They tend to be intuition-driven and enjoy innovative trouble-shooting, often providing humor and amusement through a quirky sense of bizarre or unusual</p> <p>They tend to do spatial thinking and planning (e.g., furniture placement, packing suitcase or car, envisioning body organs during surgery)</p> <p>They usually work in starts and fits (e.g., like greased lightning and then need a break) and can be oblivious to time when absorbed in a project</p> <p>They may become quickly bored with repetition, routine, rules and regulations, ‘red tape,’ or too many details</p> <p>They tend to shift jobs frequently, seeking new stimulation and opportunity</p> <p>In a nutshell, envisioners want to trouble–shoot and find ways to avoid day-to-day operational maintenance that would be too routine for their constantly changing brains.</p> <p>If Extroverted:</p> <ul style="list-style-type: none"> • Creating, articulating, and sustaining a personal or corporate vision with which to lead others • Founding new ventures • Troubleshooting in highly complex, dynamic situations from business to fighting large fires • Negotiating • Leading in a charismatic or motivational manner, especially in difficult times

<p>If Introverted:</p> <ul style="list-style-type: none"> • Engineering research • Financial analysis decision making • Medical and scientific research • Accounting 	<p>If Introverted:</p> <ul style="list-style-type: none"> • Computer programming, systems design • Basic research, especially in chemistry or physics • Designing logos, graphics, and layouts • Reading “invisible patterns” from small, isolated quantities of data (e.g., geologist or futurist)
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Functional Specialization and Specific Activities – Frontal divisions

 Prioritizing Division	Envisioning Division 
<p>The functional specialization of the prioritizing division is designed to help you accomplish specific activities, such as:</p> <ul style="list-style-type: none"> • Make decisions and/or delegate • Set goals • Prioritize the best options • Be objective/single-minded in pursuing goals • Achieve social and organizational power by managing time and money effectively • Abstract and analyze data of every type • Be competitive and try to win • Utilize tools of every type • Research and problem solve based on data • Speak audibly and laugh aloud • Develop and use conscience • Manage willpower • Understand numbers and signs • Manage emotions (e.g., happiness, joy) 	<p>The functional specialization of the envisioning division is designed to help you accomplish specific activities, such as:</p> <ul style="list-style-type: none"> • Anticipate and make changes • Absorb the big picture, the balcony view • Scan for trends, patterns, global perspective • Meditate, daydream, imagine, envision • Innovate - travel, write, compose, design (entrepreneurial activities if Extroverted, artistic activities if Introverted) • Compute context • Gesture expressively and expansively • Be spontaneous (unconstructed due to a dislike of rules/routines) • Appreciate, develop, and use a sense of humor • 3-D internal mental picturing • Risk doing something in a new way • Think in pictures and symbols • Manage emotions (e.g., anger, fear, sadness)

Unique Challenges – Frontal divisions

 Prioritizing Division	Envisioning Division 
<p>May be viewed by non-prioritizers as insensitive, a people user, and a workaholic; may have limited access to the harmonizing division and can blow up easily when frustrated or crossed (e.g., Mt. Vesuvius). Tasks or activities that require use of the other three divisions (especially the diagonal harmonizing division) are much more energy-exhausting, such as:</p> <ul style="list-style-type: none"> • Helping others to get along with each other and/or feel comfortable • Learning to speak foreign languages • Dressing (selecting colors, styles) • Direct spiritual experiences • Learning complicated dance routines 	<p>May be viewed by non-envisioners as unpredictable, unrealistic, and undependable (due to penchant for spontaneity and limited access to the maintaining division); dislikes details and routines and can quickly become bored with them. Task or activities that require use of the other three divisions (especially the maintaining division) are more energy-exhaustive, such as:</p> <ul style="list-style-type: none"> • Routine self-care (e.g., brushing teeth, washing face, applying makeup, styling own hair) • Detailed and repetitive routine procedures • Sequenced details (spelling) • Accuracy in addition (balancing check book) • Following rules and regulations precisely

Validation Suggestions – Frontal Divisions

 Prioritizing Division	Envisioning Division 
<p>Validate an individual with a bent in the prioritizing division for an ability to:</p> <ul style="list-style-type: none"> • Exhibit an inductive/deductive reasoning style • Make objective decisions in a timely manner • Set and achieve goals • Prioritize steps required to achieve goals • Investigate and solve problems based on data • Engage in analytical investigation (research) • Use tools effectively and efficiently 	<p>Validate an individual with a bent in the envisioning division for an ability to:</p> <ul style="list-style-type: none"> • Anticipate and make changes by recognizing abstract patterns and trending • Be spontaneous • Problem-solve intuitively, be imaginative • Be entrepreneurial (if Extroverted) • Be artistically creative (if Introverted) • Exhibit a sense of humor

Environments or Accessories – Frontal divisions

 Prioritizing Division	Envisioning Division 
<p>Desirable environments or accessories include:</p> <ul style="list-style-type: none"> • Uncluttered space • Colors: black, white, gray, and navy • Machines and mechanical tools • A computer for research projects • Scales, gavel, calculator • Charts containing numbers and percentages • Framed awards • Abstract photographs of arrows • A list of goals and objectives • A five-year plan • Structured music (e.g., slow movements of Bach, Mozart, baroque compositions). If used as background music, typically works best for male brains and more Extroverted female brains 	<p>Desirable environments or accessories include:</p> <ul style="list-style-type: none"> • Airy, unstructured space with plenty of flat surfaces for <i>stacking</i> (as out of sight is out of mind) • A computer to assist with creativity and managing data • Geometric models • 3-D puzzles • A reading corner with a wide range of topics • Large sheets of paper, pencils, erasers, and markers • Caricatures and cartoons • Unusual furniture and/or pillows on the floor • A bulletin board with pins • Jazz and baroque music. If used as background music, typically works best for male brains and more Extroverted female brains

POSTERIOR CEREBRAL DIVISIONS

Summary of key functional contributions –Posterior Divisions

 Maintaining Division	Harmonizing Division 
<p>Maintaining division functions enable you to produce and/or supply services for maintaining life and work and for running routines and habits, including an ability to:</p> <ul style="list-style-type: none"> • Sequence a set of actions into a routine (a set of pre-made decisions) and follow it consistently and accurately • Develop habits (brain software programs) • Easily absorb information that is perceived as linear (e.g., rectangles, squares, lines, angles) <ul style="list-style-type: none"> – Occipital lobe (vision): sees and identifies details – Temporal lobe (auditory): listens for nouns and verbs (labels/directions) – Parietal lobe (kinesthetic): grasps and manipulates bounded shapes, tends to line up objects precisely <p>Note: Those with a different brain bent may perceive maintainers as stuck in a rut, not very innovative, and way too concerned with maintaining the status quo and/or avoiding change.</p>	<p>Harmonizing division functions enable you to build trust, harmony, and connection and assess for harmony, including an ability to:</p> <ul style="list-style-type: none"> • Be sensitive to and assess for the presence or absence of harmony • Easily absorb information that is perceived as harmonically related (e.g., color, smiles, body language, oval or circular or rounded shapes) <ul style="list-style-type: none"> – Occipital lobe (vision): sees colors and reads nonverbals – Temporal lobe (auditory): listens for nonspeech sounds and the music of speech – Parietal lobe (kinesthetic): assesses touch connection and relational position of bounded shapes in the environment <p>NOTE: Those with a brain bent in one of the other divisions may perceive harmonizers as over-sensitive, over-conforming, over-complying, and way too concerned with harmony and/or conflict avoidance.</p>

Areas of Unique Giftedness – Posterior divisions

 Maintaining Division	Harmonizing Division 
<ul style="list-style-type: none"> • Performing routine and repetitive self-care activities (e.g., brushing teeth, washing face, applying makeup, styling own hair) • Following detailed routines and step-by-step procedures • Achieving accuracy in repetitive sequenced tasks • Legible hand writing and accurate spelling • Operating machines 	<p>Connecting with others</p> <ul style="list-style-type: none"> • Singing and/or dancing • Selecting colors and style in clothing • Learning to speak foreign languages • Achieving spiritual connections

Examples of Contributions by Cerebral Division – Posterior divisions

 Maintaining Division	Harmonizing Division 
<p>Individuals with a brain bent in the maintaining division tend to excel at dependably supplying services, especially those needed for everyday living in many cultures</p> <p>They generally like to follow routines (especially when they understand the reason for the procedures) and can do so repetitively and accurately</p> <p>They usually work methodically using established routine, attend to detail, and meet deadlines</p> <p>They tend to dislike negotiation and want regular hours (e.g., may unionize to get the hours and benefits they think they can depend on)</p> <p>They tend to seek and demand a great deal of sameness and procedure in everyday living (detailed routines, more rituals that occur at a specific time each day, week, or month)</p> <p>In a nutshell, maintainers want predictability and stability</p>	<p>Individuals with a brain bent in the harmonizing division tend to excel at building trust, harmony, peaceful foundations, and good will</p> <p>At times they may allow their pace of work to be driven by their feelings or mood</p> <p>They usually work better when they like who they are working with, and need frequent breaks to connect and chat</p> <p>They tend to dislike deadlines and budgetary restraints, and while they like regular hours they may be willing to work late at times to “help out”</p> <p>They tend to be nurturing and spiritual</p> <p>They tend to be sensitive and interpersonal and worry about other people and how everyone is feeling; they want and need to be close to others in situations that enable them to feel connected.</p> <p>In a nutshell, harmonizers want peace and harmony and want life to work for everyone</p>

<p>If Extroverted:</p> <ul style="list-style-type: none"> • Assembling, using, operating, cleaning, and maintaining machines after thorough and adequate experience-based training • Repairing machines when the diagnosis and repair processes have been proceduralized and require a minimum of troubleshooting and inventiveness (or where a computerized expert system is used to diagnose more complex problems) • Overseeing proceduralized productions <p>If Introverted:</p> <ul style="list-style-type: none"> • Completing and maintaining established office and legal forms accurately • Keeping well organized and accurate/legible books, files, accounts, records • Organizing and managing stock, parts, and supplies • Monitoring schedules and productivity levels • Attending thoroughly and regularly to established procedural, operational, legal, and financial details 	<p>If Extroverted:</p> <ul style="list-style-type: none"> • Developing and maintaining positive customer relations including building goodwill and handling customer complaints; or employee relations; or community and public relations • Developing and maintaining positive media relations, building goodwill and trust with the press • Managing consumer affairs <p>If Introverted:</p> <ul style="list-style-type: none"> • Playing a musical instrument • Providing pastoral counseling, spiritual comfort, and guidance
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Functional Specialization and Specific Activities

 Maintaining Division	Harmonizing Division 
<p>The maintaining division contains functions to assist you in developing skills related to:</p> <ul style="list-style-type: none"> • Develop and run internal brain “software” (habits) dependably • Be sequential, practical, and predictable • Honor and maintain traditions • Learn the rules and follow them • Repeat routines/procedures accurately 	<p>The harmonizing division contains functions to assist you in developing skills related to:</p> <ul style="list-style-type: none"> • Promote relatedness, connectedness, and harmony (among sounds, colors, bounded shapes, the environment) • Be sentimental • Be in tune with nature • Celebrate everything (e.g., holidays, anniversaries, deaths, national events)

<ul style="list-style-type: none"> • File and track data, labels, details, objects • Develop skills for reading, writing, spelling • Utilize fine motor skills for grasping and manipulating bounded shapes, for data entry, word processing, and typing (prestidigitation) • Store and track non-emotional memories • Develop complex rhythmical skills (music, data entry, typing, marching) • Decode speech sounds (although can decode nonspeech sounds) • Maintain the status quo 	<ul style="list-style-type: none"> • Enjoy potlucks • Pursue relational and collegial connectedness • Take in information via touch (hugs) • Sing and play musical instruments by ear (native musical ability) • Entertain, act, dance, sing, cook, teach • Process spiritual experiences, counsel • Read nonverbal body language • Recognize faces, store emotional memories • Decode nonspeech sounds (although can decode speech)
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Unique Challenges – Posterior divisions

 Maintaining Division	Harmonizing Division 
<p>May be viewed by non-maintainers as boring, stuck in a rut, and lacking spontaneity or an ability/willingness to make changes.</p> <p>Tasks or activities that require use of the other three divisions (especially the diagonal envisioning division) are much more energy-intensive, such as:</p> <ul style="list-style-type: none"> • Drama • Coping with novelty • Inspiration or brainstorming • Trending or imaginative forecasting • Innovation (hates change and tries to maintain the status quo) • Dealing with interruptions 	<p>May be viewed by non-harmonizers as overly sensitive and overconforming or overcomplying in their effort to maintain harmony.</p> <p>Tasks or activities that require use of the other three divisions (especially the diagonal prioritizing division) are much more energy-intensive, such as:</p> <ul style="list-style-type: none"> • Making logical decisions • Completing cost-benefit analysis (e.g., financial) • Negotiating • Saying “no” or making unpopular decisions • Setting personal limits appropriately and consistently • Engaging in hardball negotiations

Validation Suggestions – Posterior divisions

 Maintaining Division	Harmonizing Division 
<p>Validate an individual for an ability to:</p> <ul style="list-style-type: none"> • Provide services predictable and dependably • Follow directions/procedures accurately • Complete assignments on time • Track bounded shapes (data, objects) • Memorize facts, figures, names, labels • Spell words accurately • Print or write (cursive) legibly 	<p>Validate an individual for an ability to:</p> <ul style="list-style-type: none"> • Build trust, harmony, and peaceful foundations • Verbalize own feelings • Observe and acknowledge feelings of others • Connect with others (e.g., smiles, hugs) • Harmonize sounds, colors, the environment • Be a peacemaker, help others to feel welcome and comfortable, especially in new situations

Environments or Accessories

 Maintaining Division	Harmonizing Division 
<ul style="list-style-type: none"> • Space that contains equipment for tracking data (hard copy and/or electronic) • Neutral or subdued colors • Filing cabinets with files and labels • A computer with which to track information • A dictionary, a calendar, and a <i>to do</i> list • A selection of <i>how to</i> books • A desk set that contains divided portions for pencils, pens, erasers, and paper clips • Martial style or traditional style music. If used as background music, typically works best for male brains and more Extroverted female brains 	<ul style="list-style-type: none"> • An upbeat, colorful space • Photos of family members and close friends • Plants, pine cones, candles, stuffed animals • A computer for personal use • A chair with a cozy afghan or blanket • Inspirational books and pictures • Smiley stickers and colorful crayons • Sounds of nature • Musical instruments • Rhythmical, melodic music, and music that tells a story. If used as background music, typically works best for male brains and more Extroverted female brains