Learning & Communication Style #4: Inventors

DO'S

- Let them have some fun while working
- Show them how to self-impose tight deadlines that get things done well in advance of the real deadline…otherwise they tend to procrastinate
- Involve them extensively in planning/brainstorming and learn to respect their ideas more than just their experience
- Encourage cross-training and a variety of tasks/responsibilities
- Accept trial and error as part of the package – focus on the end result rather than the process by which they achieve it
- Energize them with possibilities and praise creativity

DON'TS

- Micromanage
- Make them do the same tasks repetitively
- Stymie their creativity by bogging them down in details and procedure
- Expect them to do things the way they've always been done
- Force them to organize things neatly…#4 Learners tend to pile information rather than file it neatly
- Bore them to death with sequential logic or long-winded speeches full of details (or if you do, don't get upset if they simultaneously work on something else…#4 Learners are natural multi-taskers)

ADVICE

#4 Learners tend to be variety and creativity focused, qualitative thinkers. Quantitative reasoning will confine/restrict them unless you demonstrate that the logical, sequential process of quantitative reasoning is another "new" avenue to be explored.