

## Enhancing leadership performance and team cohesion with MindSonar



### Context:

One of the key pillars of organisational effectiveness is the capacity and capability of its workforce to deliver on the organisations' commitments. The ability of service managers to motivate their teams, and the efficacy of team dynamics is critical to performance and delivery. Today's workplace requires clear, insightful leadership and effective, cohesive teams; 'thinking styles' assessment can help with both.

### What is MindSonar:

MindSonar uses a web-based questionnaire to identify the thinking styles (metaprogrammes) and values that guide our behaviours within a given context (e.g. working in the blue team); this provides an extremely effective insight into the way we think and in turn the behaviours we employ in that situation. This insight can help people develop more effective strategies.

It is also worth recognising what MindSonar is not; it is not a 'personality test', it does not try to define who you are, it does not put you in a box, and it does not predict how you will behave. MindSonar simply gives an insight to understand the thinking styles you tend to apply in certain circumstances and to consider whether these are the most advantageous for you in the situation being considered.

### What are metaprogrammes:

Metaprogrammes are a categorisation of people's thinking style. There are no better or worse thinking styles per se; only some that may be more or less useful in a given situation. Overtime, we have all tended to develop a preference for certain ways of thinking; we have found them useful in the past and it suits us to think that way.

