

The Theoretical Attractor

The Theoretical Attractor: The desire to uncover, discover, and recover the "truth." This need to gain knowledge for knowledge sake is the result of an "itchy" brain. Rational thinking (frontal lobe), reasoning and problem solving are important to this dimension. This is all about the "need" to know.

General Traits: Average Theoretical

- *You are among 7 out of 10 people when it comes to figuring things out and getting to the bottom of "it."
- *You will likely learn what you need to learn in order to get to the next step.
- *You are a "situational" learner.
- *If you have limited patience, you will "cram for the exam."
- *You need to know something, not everything.
- *You understand that investigation is necessary, but you will rarely over-investigate any issue.
- *You can understand the big picture as well as the details of any subject and will alter your inquiry depending on the amount of time you have.
- *You are more of a broad brush minded person and less a minute detailed person when it comes to finding out why.
- *You want to know why, but won't let it get in your way of getting things done.
- *Your primary drive will come from one of these other categories.
- *Seeing you score within the national average, you won't stand out in any particular group when it comes to your knowledge bank.
- *Your technical prowess will be limited to the things you love.

Key Strengths: Average Theoretical

- *You will demonstrate awareness within your area of expertise.
- *You can be both practical and theoretical depending on the subject matter.
- *You will not likely get hung up in analysis paralysis.
- *You are curious to a point.
- *Your IQ is likely average or a little above.
- *School is great, but once you're done, you're likely done.
- *You bring stabilization to over-thinkers.
- *You will be versed in a variety of subjects that you care about.
- *You will likely pick up on new subjects rather easily.
- *You are likely to need some proof when it comes to important beliefs.
- *You won't blindly do things without at least *some* investigation.

Motivational Insights: Average Theoretical

- *You bring continuity and structure to groups where thinking is necessary without

The Theoretical Attractor

rabbit trailing too much.

*You have an even perspective, able to weigh both sides of an issue equally.

*You have a balanced view of technical issues and won't want to get too deeply involved in things outside of your expertise.

*Curiosity won't kill this cat.

Training/Learning Insight: Average Theoretical

*You're open to new ideas and creative solutions that work as long as there are no extremely difficult assignments.

*You will typically settle upon ways that have been established and proven effective.

*You will likely support ideas that make sense.

*You will likely get behind programs that are enjoyable and speak to what you already know.

*You won't want too much information when learning new things.

*Your knowledge won't get in the way of your social poise.

Continual Improvement Insights: Average Theoretical

*You may need to take time to get to the bottom of complex issues.

*You may remain neutral on subjects outside of your scope of understanding.

*You read some things, but not everything.

*You may need to become more versed in certain subjects in order to increase in value.

*You won't likely finish certain books that don't fully interest you.

*You may be done with your continuing education and will learn through experience.

General Traits: Very Low Theoretical

*You will likely not want to learn what you don't have to.

*You may find learning easier when you love the subject matter and may rebuff everything else.

*You are likely a "trail & error" learner.

*You will not likely spend resources on continuing education.

*You will only spend time learning what you need to move to the next level and that's all.

*You won't appreciate learning for learning's sake.

*You likely have a very pragmatic approach to discovery.

*You simply don't have a strong need to know what you don't know.

*You will not likely spend inordinate amounts of time looking into things more closely.

*Your brain is easily satisfied.

*You may want to skip learning "everything" in order to get to the meat of the matter.

*You may have limited patience when it comes to reading books.

*You may have a visual learning style.

The Theoretical Attractor

- *You may leave the minute details to an inquiry to those who care more about it.
- *You will likely avoid getting bogged down with unnecessary details of a thing.
- *You are likely more heart than head.
- *You are likely a hands-on learner.
- *You will not likely read all the instructions.
- *You probably are theoretically looking for the road of least resistance.

Key Strengths: Very Low Theoretical

- *You likely don't want to wait for all the information before deciding.
- *You will always find a way.
- *You are very open-minded to more options.
- *You are likely an innovative and practical thinker.
- *You believe in freedom to express progressive ideas.
- *You believe mistakes are normal and a learning process.
- *You are not narrow-minded.
- *You always have an opinion.
- *You'll likely try anything in your attempt to figure something out.
- *There's always another way when the current situation changes.
- *You will likely pick and choose your rules.
- *Your imagination is probably active.
- *You are more than likely highly adaptive.
- *The ends probably justify the means.

Motivational Insights: Very Low Theoretical

- *Play to your strengths, which are rooted in freedom, flexibility, and open-mindedness.
- *You likely do not support inefficient and complicated means to any end.
- *Remember, you have a way of looking at the broader perspective.
- *Because the ends justify the means, you'll figure it out.
- *You like to cut to the chase and not waste energy on non-essentials.
- *You prefer less paperwork and minute details.
- *You choose to focus on the big picture as opposed to doing the “deep dive.”

Training/Learning Insight: Very Low Theoretical

- *You should make training and development activities as hands-on as possible.
- *You should avoid getting bogged down in the hypothetical and theoretical.
- *You should hit only those essential items that relate to increased success or efficiency on projects.
- *You should link training and professional development to other areas of the values graph where you sit outside the national norm.
- *The trainer or presenter may need to force-feed you some important details,

The Theoretical Attractor

especially if they are perceived as unimportant or a waste of your time.

Continual Improvement Insights: Very Low Theoretical

- *You need to realize that paying attention to instructions keeps you safe.
- *You may rush through projects in order to get done and miss key ingredients.
- *You have potential to miss important rules and protocols when learning new things.
- *You may have trouble connecting the dots within certain subjects.
- *Your lack of interest in certain subjects doesn't mean you are stupid.
- *You may dislike detailed information and therefore not read all of something.
- *You may not do your homework in order to expedite processes.
- *You will likely ignore certain regulations you do not believe to be necessary.
- *You may find you don't have a large capacity for retaining information.
- *You may quickly reach information overload.

General Traits: Very High Theoretical

- *You likely think, "It's tight but it's right."
- *You need cognitive challenges.
- *If you are not cognitively challenged you'll quickly become bored.
- *You learn for the sake of it.
- *You will spend a lot of time getting to the bottom of something.
- *Your need to know everything about certain things may seem excessive to others.
- *Your intellectual capacity may seem limitless.
- *You are likely seen as an expert in your field of interest.
- *You need more information than necessary before making decisions.
- *You are a life-long learner.
- *You have an excessive need to uncover, discover, and recover the truth.
- *You need proof.
- *You may have doubts about what you don't have ample evidence for.
- *You will gravitate towards "knowing" and be uncomfortable with "believing."
- *You don't like it when someone says, "trust me."
- *You will get bogged down in the details of an idea if you are not careful.
- *You fear looking stupid.
- *You love learning things you never knew.
- *You enjoy analytical problem solving.
- *You will steer clear of subjective matters and stick to what can be measured.
- *You have high focus and are likely research oriented.
- *You will stick with it until you figure out what is wrong.
- *You're like a detective when it comes to discovering things.

Key Strengths: Very High Theoretical

The Theoretical Attractor

- *If you don't know you will find out.
- *You will be seen as an expert.
- *You may have forgotten more than some people know.
- *You have the capacity for learning a lot of material and remembering it.
- *You do your homework.
- *You have a capacity for learning almost anything.
- *You will continually educate yourself.
- *You will learn whatever you need to know to get the job done and then some.
- *You retain both peripherally and centrally.
- *You have what is known as a large "catchment" area within your neural network.
- *You display logic and reason more than feelings and emotion.
- *You will likely make decisions based upon the information and not your personal feelings.
- *You have a hungry brain that must constantly be fed new information.
- *You likely ask all the right questions.
- *Others may seek you out in order to help them understand a thing.
- *You are likely a vigorous problem solver.
- *You will typically come prepared for a meeting.
- *You like your ducks in a row theoretically speaking not necessarily behaviorally.
- *You will not quit until the problem is resolved.
- *You have a high capacity for independent study.
- *You have patience set aside for analyzing.
- *You'll likely know the solution to familiar problems.
- *Your approach will be gaining the necessary information first.

Motivational Insights: Very High Theoretical

- *You will never stop learning.
- *If there's a learning event, you're sure to be involved in it.
- *People will see you as technically credible and a resource for information most people have forgotten.
- *You should be open to teach others.
- *You prefer knowledge-based incentives such as free tuition.
- *You will prefer opportunities that draw upon your expertise.
- *You will enjoy learning new things that expand your knowledge bank.
- *You likely learn more by accident than others do on purpose.
- *You need more opportunities to expand your theoretical bandwidth.

Training/Learning Insight: Very High Theoretical

- *Your learning development should be connected to new ideas and concepts.
- *You should be exposed to others who take more risks and allow yourself the benefit of

The Theoretical Attractor

being around them.

- *Your training and development should involve reliable information that makes logical sense.
- *Your learning and development should be connected to an ongoing stratagem for personal development.
- *Your learning activities need to be structured and outlined.
- *You're more like a disciple than a casual learner when learning.

Continual Improvement Insights: Very High Theoretical

- *Others may see you as rigid and dogmatic in your thinking.
- *You should be open to other people's ideas.
- *You should take more risks.
- *You should not be so closed-minded.
- *You could use a little loosening up.
- *You're not the only one who is right.
- *You should be more open to being wrong.
- *Try being more yielding and less closed to beliefs that cannot be proven empirically.
- *You may be over corrective when around others who know less than you.
- *You may need to dumb down your vocabulary for some people.
- *Your sense of urgency may vacillate depending on how much information you have gathered.
- *You may inadvertently disregard others' ideas if you perceive them to be not as smart as you.
- *You may "hog the ball" when it comes to sharing ideas with others.
- *Remember, just because one knows things, it doesn't mean they're wise in their application of that knowledge.
- *You may have more skills for acquiring knowledge than for acquiring relationships.
- *You may need help with time management.
- *You may gather more information than necessary and therefore waste time when decision-making.

General Traits: High Theoretical

- *You likely think, "It's tight but it's right."
- *You need cognitive challenges.
- *If you are not cognitively challenged you'll quickly become bored.
- *You probably learn for the sake of it.
- *You will spend a lot of time getting to the bottom of something.
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The Theoretical Attractor

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- *You need more proof than most.
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- *You will gravitate towards "knowing" and be uncomfortable with "believing."
- *You probably don't like it when someone says, "trust me."
- *You will get bogged down in the details of an idea if you are not careful.
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Key Strengths: High Theoretical

- *If you don't know you will try to find out.
- *You will be seen as an expert.
- *You may have forgotten more than some people know.
- *You have the capacity for learning a lot of material and remembering it.
- *You do your homework most of the time.
- *You have a capacity for learning almost anything.
- *You will continually educate yourself without prodding.
- *You will learn whatever you need to know to get the job done and then some.
- *You retain both peripherally and centrally.
- *You have what is known as a large "catchment" area within your neural network.
- *You likely display logic and reason more than feelings and emotion.
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General Traits: Low Theoretical

- *You will spend time learning things that directly affect or impact your performance.
- * You may prefer to work on many things with only partial importance rather than getting bogged down in only one function or role.
- *You might appreciate technical support in areas where you have limited understanding.
- *You'll likely learn only what is necessary to complete a task.
- *You have an awareness of time management, but will not let time be your boss.
- *You will likely depend more on intuition than getting caught up in theory.
- *You will likely learn more through trial and error.
- *You will likely only learn what you have to.
- *Knowledge isn't the most important thing to you.
- *You are probably pragmatic and won't care if you don't know the details.
- *You might be a MacGyver type individual.
- *You might know something and not know why you know it.
- *You are probably more resourceful than you are a resource.

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- *You are not narrow-minded and can think outside the box.
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