

Whole Brain® WalkAround:

Key Questions to Ensure a Cognitively Diverse Approach

The Whole Brain® WalkAround is a diagnostic tool for understanding; **prompting, diagnosing, charting or planning different approaches based on the four quadrants of the Whole Brain Thinking Model**. Using it will ensure you engage all the thinking needed providing you with a **cognitively diverse approach** and ensuring better outcomes and increased innovation.

Each quadrant of the Whole Brain® Thinking Model represents a different perspective on any problem, decision or challenge you are exploring. Our thinking preferences (or the situation itself) often predispose us to look through the lenses of our preferred thinking styles, while quadrants of lesser preference may be overlooked. **In order to ensure you have a cognitively diverse approach, ask yourself these questions as you begin work on a project, problem or major decision.** This process will help ensure you are bringing in different perspectives, ensuring a more cognitively diverse approach.

Note: When working with a group or team, it is recommended that each individual do this process first, and then share their findings with others.

Instructions:

As you begin your approach:

As you review the prompts provided, jot down all areas that you will need to consider in your planning process for that quadrant. We recommended you start with the A (Blue) quadrant. Repeat for each quadrant moving next to D (Yellow), then C (Red) and finally B (Green). If you prefer to start with a preferred quadrant, that is fine as long as you complete all four.

After project completion:

You can use the Whole Brain Walkaround to do a post mortem analysis as well, asking as you visit each quadrant's prompts: "What worked?" and "What needed improvement?." Use that information to ensure you more adequately address each quadrant in your next project.

WalkAround: Key Questions to Bring Cognitive Diversity



Purpose

- What is the problem we are solving/decision we are making?
- What is the payoff for various stakeholders?
- What do we already know and from what sources?
- What information do we need to gather that we would not typically include?

Possibilities



- Why is this important?
- What internal/external perspectives are we overlooking, not seeing, not hearing?
- How can we think about this differently?
- How do we allow our ideas to collide constructively?

- How do we structure our processes to ensure all perspectives are heard?
- What steps can we take to solicit and consider information in a fair and equal way?
- Which groups need to inform our process and execution?



Process

- Who else can we engage to ensure we are getting all perspectives?
- What climate do we need to ensure all are comfortable contributing?
- What social, emotional, values-driven or cultural aspects should we consider?

People



QuickTips: Getting Started with Cognitive Diversity

A

Analyze

Assess managers and leaders as you educate them about the value of multiple perspectives and gather data about their thinking.

B

Orchestrate

Build in a Whole Brain approach to key processes. Build 'Diverse by Design' teams for increased innovation and improved decision making.

C

Develop

Build inclusive leaders by educating them about their own Cognitive Diversity. Communicate across quadrants to reach and gather information from diverse thinkers.

D

Reimagine

Redefine D&I as a business enabler as you build your culture and brand to celebrate diversity, inclusion, belonging and equity.