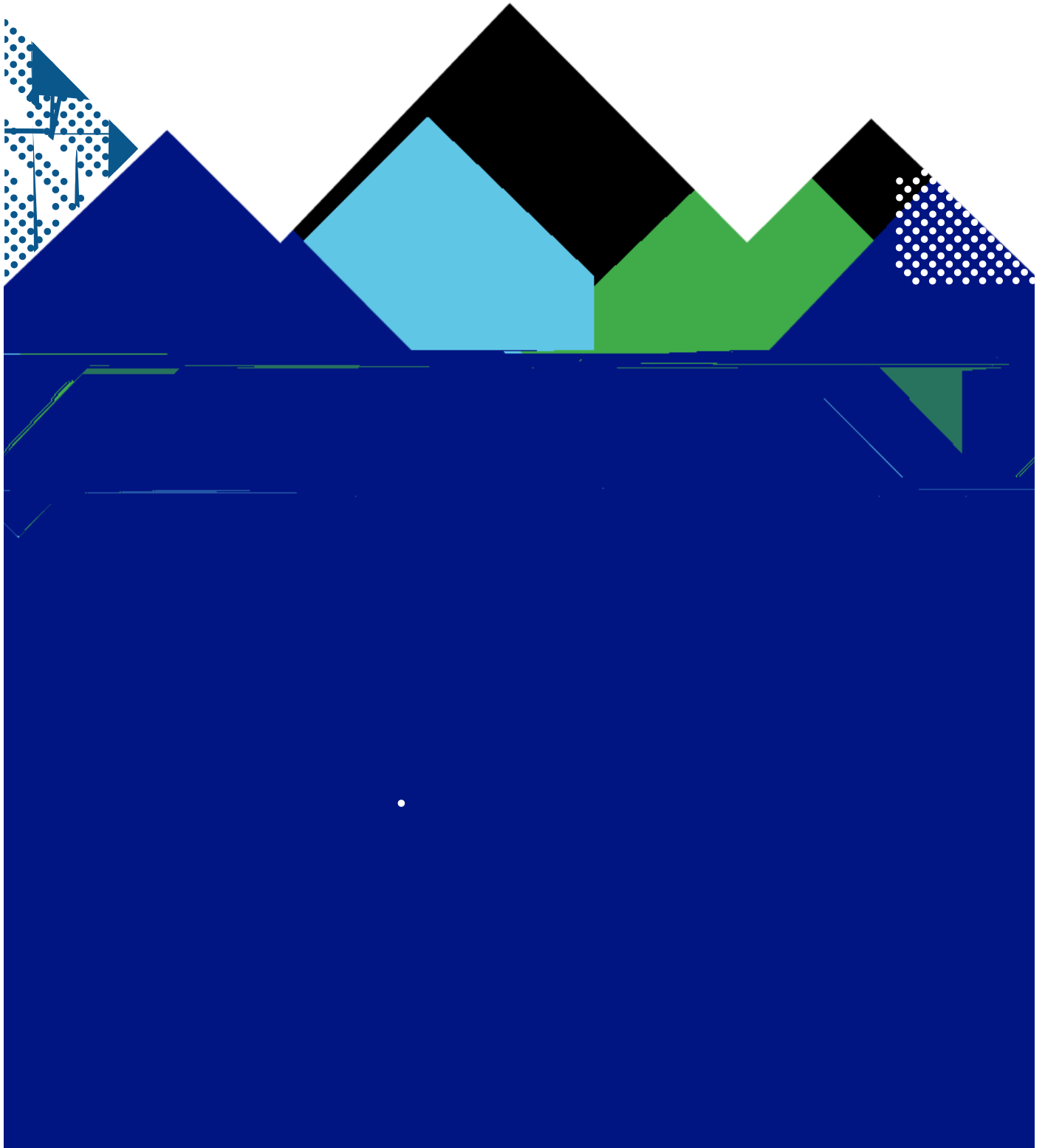
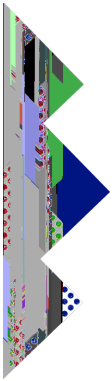


October





How Managers of Mid-Market Firms can Harness the Power of their Thinking Styles: Seeing the Forest and the Trees

Introduction

Abstract: This study explores the thinking styles of managers in mid-market firms and how these styles influence their ability to see both the forest and the trees. The research is based on a survey of 100 managers and a series of experiments. The findings suggest that managers with a more holistic thinking style are better at seeing the forest, while those with a more analytical thinking style are better at seeing the trees. The study also finds that managers with a more holistic thinking style are more likely to be successful in their organizations.

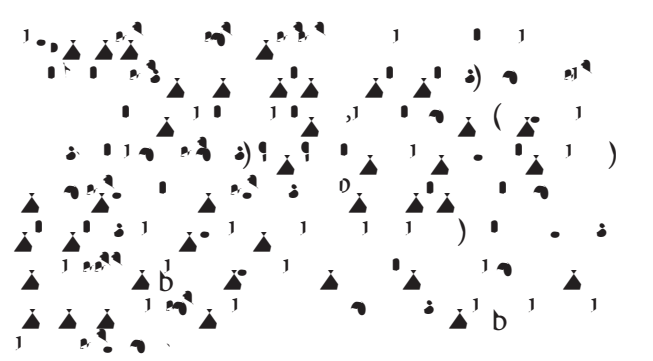
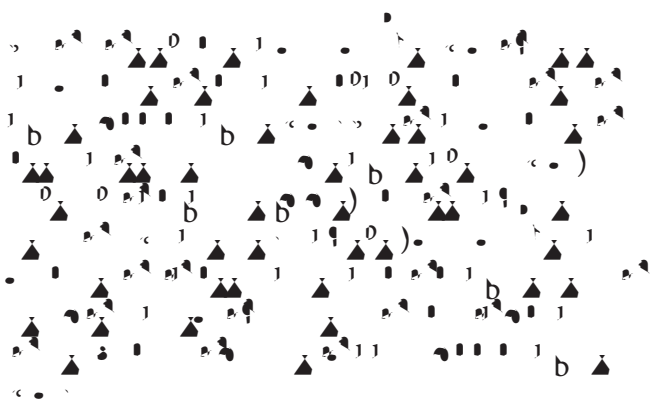
Report

1. Introduction
2. Methodology
3. Results
4. Discussion
5. Conclusion

You can download our industry white paper of Study One here



“What kind of thinking styles help managers with their decision making?”



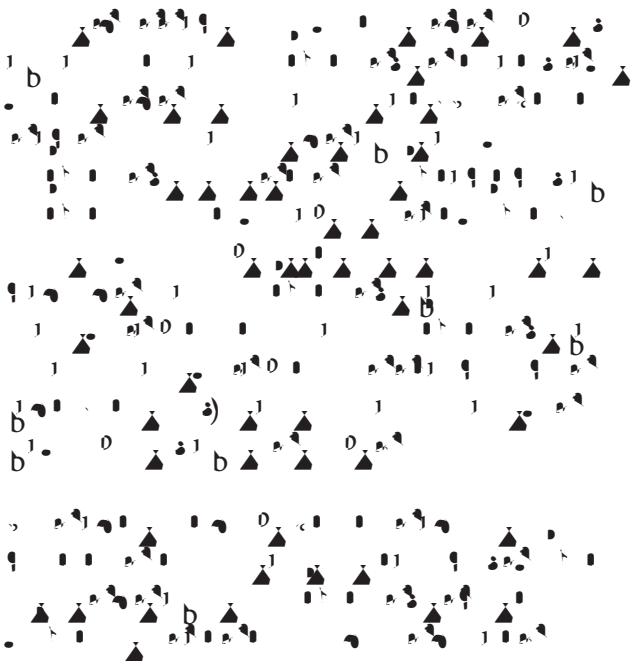


Findings

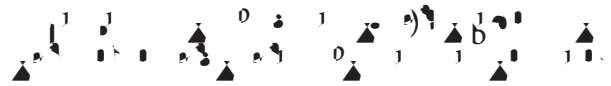
1 Global and local thinking styles are predictive of creativity and innovation



2 People do not always choose the most appropriate thinking style



3 People who use the wrong thinking style for the situation perform more poorly than those who use the more appropriate thinking style



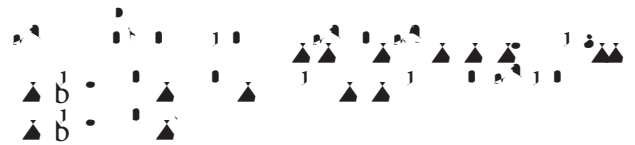
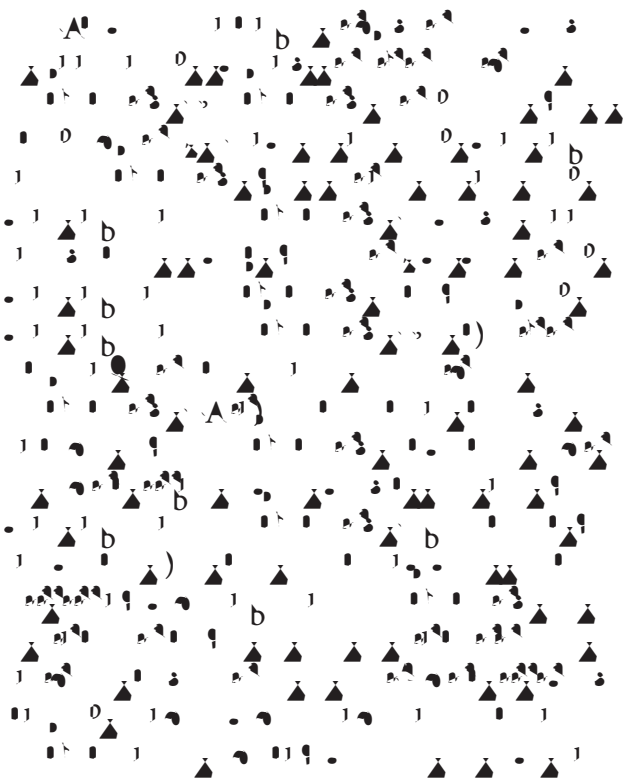
4 It is possible to learn how to switch between thinking styles through practice



Implications

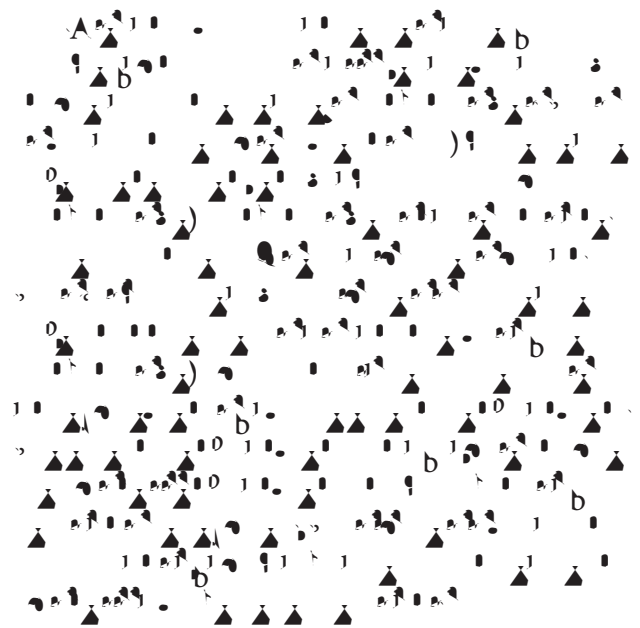
1

Thinking style is important for fine-tuning employees' performance



2

It is possible to change people's thinking style

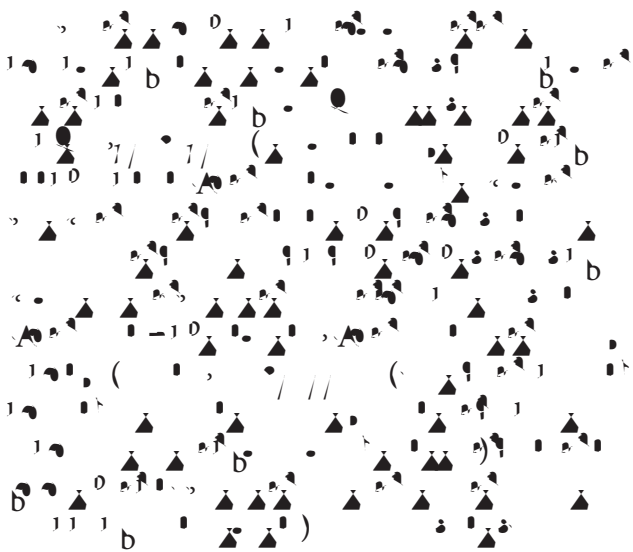


Further Reading



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Project Details



Looking Forward: Study 3



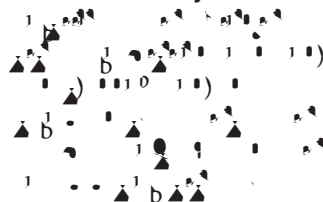
e Research Team



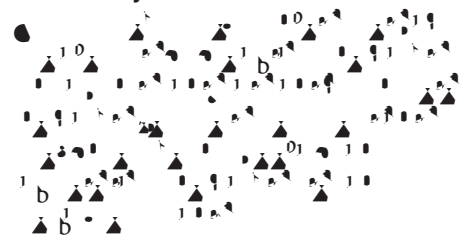
Lead Researcher
Steven Lui



Chris Jackson



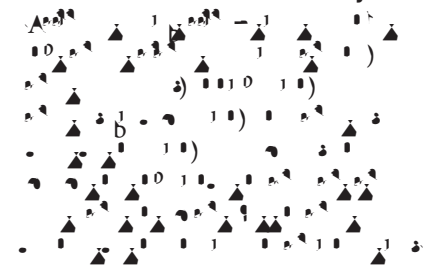
Salih Zeki O demir



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