

New Training Methodology Makes a Difference in Learning Results

By
Arthur F Carmazzi



This article identifies the psychological learning characteristics of learning in groups.

It explains the methods that have produced superior results in not only learning, but implementation of that learning.

The Psychology of Teams known as Directive Communication is applied to manifest specific changes and Learning results

The quest for better learning has always been about implementation and application, without action, learning is worth little.

This article sets the steps to make that implementation easier and more effective with one of the DC models.

When you were in school, did you ever notice that some students hardly studied at all and still got good marks? While you on the other hand needed to study hard to get the same results. Yet some classes you needed to study less than others to get the same results. There are numerous psychological and motivational reasons why this is so, but the major influence is the difference in brain processing between the student and the teacher.

Imagine a classroom full of students. And each student in the class is wearing tinted glasses. The teacher is also wearing glasses but the teachers glasses are tinted green. As the teacher goes around the room describing the different models and structures, he describes them from his "Green" perspective. He may even describe them very clearly and correctly, but it seems that many students in the class don't



understand. He gets frustrated with some of the students because when he looks at them through his green perception, they too are wearing "Green" glasses and therefore should be able to see it as he does. So he may "label" some students as stupid or unmotivated and keep on teaching in his green way while some students struggle on their own to learn the lessons.

While this may be common in school, it is equally as common in the workplace. Managers, supervisors and staff are constantly misinterpreting each other, reacting to these misinterpretations, labeling each other, and expanding gaps in productivity and job fulfillment.

If we could only take off our colored glasses!

Recent genetic psychology research (a 25 year study by Sandra Segal and David Horn) has shown that we are running very specific Genetic Processors in our brain. The notions of personality profiling to determine "Behavior Style" have been replaced with "Processor and Environmental Adaptation" to determine individual and group dynamics related to communication, leadership, and productivity.

Our brains work similar to the idea of a PC processor compared to a Mac Processor



Through the science of "Directive Communication™" we can discover how to take off our colored glasses and teach, learn, lead, persuade, and cultivate greater productivity in our work and personal life. The colored glasses model is based on the 4 different genetic processors that are foundations for the way we interpret the world around us communicate to ourselves. It is NOT personality! If you compare your brain to computer

processor, you may find that some people have a PC processor, while others may have a Mac processor. Each of these processors can run similar applications such as Microsoft Excel or Adobe Photoshop, and while these have the same function and similar appearance, each requires different programming to run the same type of software because each processor runs the programs differently. For example, a PC will run Excel in a very direct and speedy manner, but will run Photoshop in a slower and roundabout way. The Mac on the other hand is just the opposite. But, if you try to run Excel for Mac on your PC, it won't work and vice versa. Our brains work similar to the idea of a PC processor compared to a Mac Processor.



Through awareness of how we and others process information, we gain greater insights on how to learn better, how to develop talents not natural to our genetic ability, what career to choose, and how to appreciate and bring out the best in the people around us.

For example: If you are a green brain person (random, interactive processing) trying to do a red brain (linear objective processing) function, you will have some difficulty doing it in the same way that a red brain person does. As you struggle to get the point, understand the information, or truly empathize with another, it then becomes essential to process your red brain outcome in a green brain way.

The problem is that most of us do this through trial and error. We usually don't realize what processor we are running. To make it worse, we may have been taught

that the "Red" brain way is the only way to approach things, so we don't even try to figure out a "Green" brain process, and through this difficulty we may figure that it's just too difficult and give up trying.

To discover the genetic processing patterns of a person's brain, we can use the Directive Communication 'Colored Brain Communication Inventory', or CBCI for short. Once you know your own communication pattern, it becomes apparent in how to maximize your own ability to learn, communicate, influence and cultivate good habits that have difficult in the past.



Take the complementary CBCI for at: www.directivecommunication.com

This has little to do with "personality", a friend, as the eldest daughter of 2 doctors was shaped and guided to become a professional. Her family influenced her to desire and study towards a professional discipline since she was 4 years old. While her genetic foundation was blue brained, she was steered into a very red brained education, upbringing, and career as she decided to become a lawyer. Because of her upbringing, she acted and behaved much like red brained person and everyone (including her) assumed she had the "personality" for this line of work.

And while she became successful in her firm and her family's aspirations were satisfied, there was something missing. She was not happy, she felt unfulfilled in her accomplishments and did not connect well with other lawyers at the firm. It wasn't until she discovered her blue brain orientation through personal discovery, that she was able to place her red brain flexibility in the right perspective. She then quit her firm and used her current skill sets as a "blue brained" attorney to work for Club Med. She is presently successful AND happy.



Our education, our career, and our environment are manifested through the color of our glasses. Through awareness of how we and others process information, we gain greater insights on how to learn better, how to develop talents not natural to our genetic ability, what career to choose, and how to appreciate and bring out the best in the people around us.

While the other half of the equation, our emotional drivers, is subject to our environment and changes with experience, knowing the color of your brain is the foundation for creating Brain Software for your unique processor. It is the foundation for not only better learning, but better and faster implementation of what you learn.

Arthur F. Carmazzi is the Principal Founder of the Directive Communication Methodology and Voted as one of the world's top 10 Leadership Professionals by Global Gurus International. He is a bestselling author and specializes in psychological approaches to Leadership and Corporate Culture Transformation.

www.directivecommunication.com and www.carmazzi.net

