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PLAN YOUR  
PURPOSE

# Thinking Wavelength

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Q1	1	2	3	4	5	6	7	8	9	10
	Risk Averse						Embraces Risk			
Q2	1	2	3	4	5	6	7	8	9	10
	Resist Change						Pursues Change			
Q3	1	2	3	4	5	6	7	8	9	10
	Prefers Few Variables						Handles Many Variables			
Q4	1	2	3	4	5	6	7	8	9	10
	Step by Step						Quantum Leaps			
Q5	1	2	3	4	5	6	7	8	9	10
	Low Tolerance for Ambiguity						High Tolerance for Ambiguity			
Q6	1	2	3	4	5	6	7	8	9	10
	Problem/Task Oriented						Opportunity Oriented			
	Total = _____/6 = _____									
Total	1	2	3	4	5	6	7	8	9	10
	Administrative/Operational						Strategic/Developmental			

## Wavelength Descriptions

**GRINDERS** - Grinders get the work done. They are detail-doers. Grinders document things, are risk-averse, like few variables, take things one step at a time, have a low tolerance for ambiguity, understand tasks and the need to solve problems, handle administrative details well, and deliver working drawings. Grinders will do the same thing over and over again, year after year—and love it. If you change the way they do things, you’ll hear from them. The world cannot operate without grinders. They proudly grind it out, day after day.

**MINDERS** - Minders can manage a unit team, having both the people skills and the organizational abilities to do so. They can supervise the performance of work. They function best as frontline supervisors, have the ability to diagnose problems, “mind the store,” and put out “fires.” They can run a department or program and manage people. Minders are usually supervisors, teachers, chief engineers, section leaders, program leaders, and foremen. They can be counted on to keep existing processes and teams functioning and running well.

**KEEPERS** - Keepers are capable of managing the whole organization, possessing an appreciation for the administrative and the strategic. They have both concrete and abstract thinking skills but will be biased to the administrative/ operational work. They make great mediators in conflicts, good personnel managers, directors of departments or ministry programs, plant managers, and executive assistants. They handle details and see the broader vision. They handle many variables, are organized, and good with people.

**FINDERS** - Finders are abstract thinkers, so they oftentimes don't complete the paperwork that concrete thinkers require. They may appear to be loose cannons in a group structure. They are innovators and creators. Follow-through is not always their strength. They need grinders, minders, and keepers to follow in their wake of creativity. They sense and seize opportunities, spot voids and fill them, are bored by a steady state, love a new challenge, and must be thrown "raw meat" regularly. Finders are usually an entrepreneur, chief executive officer, chief visionary, leader of a product or market, joint venture leader, or advanced development engineer. Finders want to ensure their ideas work in the first generation prototype—once they are assured that it does, they must hand it off to a keeper to build upon. Then they find something else to develop.

**CONCEIVERS** - Conceivers are usually bright, articulate and persuasive, but they don't bring things to closure. They work best in universities and research laboratories. They cannot manage others well, and their ideas rarely become commercialized. They may be criticized for "all talk and no follow through." They embrace risks, can make quantum leaps, welcome change, produce concepts, enjoy many variables, are opportunity-oriented, have a high tolerance for ambiguity, and love the forty-thousand-foot macro-view. Conceivers are theorists typically employed as researchers, philosophy professors, theologians, and innovators.

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