

## Appendix 3

### Assessing Thinking Style

The Comprehensive Thinking Styles Questionnaire (CTSQ) is a 24-question questionnaire that measures dimensions like open and closed-mindedness, and preference for intuitive vs. effortful thinking. Some of these questions are very direct, for instance *When I make decisions, I tend to rely on my intuition*, and some are less obvious, such as *Truth is never relative*, and *The truth does not change*. For the complete questionnaire as well as its theoretical background, see CTSQ, Newton et al., (2021).

The Herrmann Brain Dominance Instrument (HBDI), although not claiming to be a 'stand-alone' test, helps identify dominant thinking styles based on brain hemisphere function. It is considered a leading thinking styles assessment tool based on brain research. The HBDI is primarily used to assess thinking preferences as applied to a business context.

De Bono's 'Six Thinking Hats', developed by Edward de Bono (1985), is more of a structured method for stimulating diversity and individual thinking in group discussion than a thinking style assessment tool. Nonetheless, it provides an interesting way to stimulate divergent thinking within group discussions.

De Bono's protocol involves six metaphorical hats, each representing a different type of thinking: "white" (the Factual Hat), "yellow" (the Optimist's Hat), "red" (the Hat for the Heart), "green" (the Creative Hat), "black" (the Judge's Hat), and "blue" (the Conductor's Hat). When contemplating challenges, participants switch hats to explore different perspectives. This leads to a diversity of thought and comprehensive decision-making and problem-solving ideas.

De Bono was one of the early gurus of 20<sup>th</sup> Century creativity research and his techniques are often used in that context. The Thinking Hats concept, for instance, is a handy tool to help members of a brainstorming team change the way they view a challenge and can help people avoid digging their heels in regarding their perspective on solving a problem.