

Strategies to Improve Thinking

- Walk around – Movement stimulates your brain
- Read funny books – this promotes insight and also strengthens the immune system
- Play Games. Activities like Bridge, Chess, Sudoku, and *The New York Times* crossword puzzle all provide good neutral workouts. Play expands your behavioural repertoire.
- Find out what you are not learning – ask others for their perspectives.
- Travel, it jolts your brain. Visit a museum.
- Take notes and then go back and read them. Richard Branson (Virgin Airlines) does.
- Try new technology.
- Learn a new language or instrument.
- Exercise
- Play brain games (not head games!).
 - ✓ www.brainist.com/thinkinggame.htm
 - ✓ www.luminosity.com



Rolex, Rolodex – it all sounds the same to me.

How We Can Help Your Business to Select and Grow Employees

The Cognitive Process Profile (CPP) is a valuable tool in helping employers address the way in which people think and learn. It is easy to administer and provides good information on the learning potential of a person. To a large extent, a person's thinking and learning capacity helps to determine how complex a task they can handle. It also helps in finding out what kinds of work they are best or least suited for.

YOU ARE INVITED....

to attend a presentation on the **Cognitive Process Profile (CPP)** instrument to learn the benefits of using this unique cognitive test. The CPP is used for a variety of people management and development practices, including selection and placement, personal and team development, coaching, identifying potential and informing succession planning.

DATE: Tuesday, April 12, 2011 TIME: 9:00 – 11:00 AM

**VENUE: Boardroom – Janus Associates
 Suite 222 – 999 8th Street SW
 Calgary, Alberta, T2R 1J5**

Please RSVP to 403-269-9600 before April 11, 2011



I Think, Therefore I Am

Until quite recently, most neuroscientists and psychologists believed that core aspects of cognitive processing were essentially fixed from a young age, with little or no room for improvement. Capacities like memory, attention, and sensory processing were thought to be largely determined after a relatively brief period of early development. We no longer believe that children are stuck with the brain they were born with or that aging is an inevitable precipitous decline into memory loss.

We understand that, while everyone is different and genetics do matter, there is a tremendous amount we can do to improve the way our brains function. We know now that the brain's anatomy, neural networks, and cognitive abilities can all be strengthened and improved through your experiences and interactions with your environment. The health of your brain isn't just the product of negative and positive childhood experiences and genetic inheritance; it reflects your adult choices and experiences as well. That's great news. Just like our body, we can exercise the brain to make it better. The brain's alertness is the result of what we call cognitive fitness – a state of optimized ability to reason, remember, learn, plan, and adapt that is enhanced by certain attitudes, lifestyle choices, and exercises. The more cognitively fit you are, the better you will be able to make decisions, solve problems, and deal with stress and change. Cognitive fitness will allow you to be more open to new ideas and alternative perspectives. It will give you the capacity to change your behaviors and forecast their outcomes in order to realize your goals. You can become the kind of person you want to be and who your company values most.

Is It Important To Know How People Think?

Sometimes people experience challenges with learning, judgment and making decisions in their life, work, and relationships. In many cases, such problems are related to rigid or erroneous ways of thinking. Therapy can teach a person the skills of realistic thinking and decision making. In some cases this knowledge is used to find out where people fit in, for example to place people in the right jobs, help with career choices, to see what their learning potential maybe, for personal and professional development purposes, etc.

There Are Different Types of Thinking

Our concept of intelligence has changed too. We now recognize that intelligence comes in many different forms, not just academic ability. It can also include social or emotional intelligence, kinesthetic intelligence, musical intelligence, etc. Nowadays, we can measure how the brain processes information to understand how we make decisions, solve problems, use our judgment, or gut-feel, etc. This helps a person understand their different intelligences and strengths, identifies areas for thinking skill development and helps people choose careers. It also helps organizations place people at the 'best fit' levels for their intelligence strengths.

Measuring Thinking

A person's thinking skills can be measured in many different ways. There are a number of psychometric tools available that include questionnaires (pen and pencil or online), structured interviews and simulation exercises.

A paediatrician or physician may refer someone who has difficulty with learning to a psychologist to do a psycho educational assessment. Employers may require their employees to undergo assessments for selections, talent identification, succession planning, leadership development, etc. With the exception of a self-assessment, the administration of these 'tests' are generally done by a trained and qualified professional.

What Impairs Our Thinking Ability?

Virus induced brain damage, traumatic head injuries, stroke, Post Traumatic Stress Disorder (PTSD), drug or alcohol abuse, chemical addictions, malnutrition, lack of exercise, depression, illness, hormone imbalances, aging, and degenerating diseases can all contribute to impaired thinking. In some cases, medical results from assessments such as brain scans are helpful to determine which areas or structures of the brain may be affected.

Cognitive functioning in 'healthy' people can also be negatively impacted. The lack of exposure to stimulating activities can significantly decrease our ability to think clearly, because the lack of mental stimulation decreases brain function. In other words, 'use it or lose it'. Mental exercise can protect our brain from cognitive decline in the same way that physical exercise prevents your body from decline.

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In companies that stifle play, brainpower may actually decrease as it does in children with failure to thrive syndrome, a condition created by experientially deprived or abusive environments

How Do I Know If My Thinking is Impaired?

- Making decisions you regret – repeatedly
- Can't focus or concentrate on work
- Not controlling your impulses
- Not being aware of your surroundings (accident prone)
- Not able to solve problems effectively
- Not being able to remember day to day tasks and things
- Not being able to recall the past well
- Difficulty Learning

What Treatment is Available?

Depending upon what caused the impaired cognitive ability, a professional team may work together to evaluate the person and develop an appropriate treatment plan. This team may consist of doctors, nurses, neuropsychologists, occupational therapists, social workers, employers and teachers.

Generally, exercise, healthy diet, vitamins, enough sleep and effective coping strategies may support healthy cognitive functioning. The brain is able to continually adapt and re-wire itself. This means we can learn new things by training our brain and so improve our thinking.

The school environment may make special accommodations for students with learning disabilities or Attention Deficit Hyperactivity Disorders (AD/HD). In the workplace, there appears to be an increased number of 'knowledge workers' who rely a lot on their memory, experience and qualifications to perform effectively in their jobs. Rewards and success often depend on what you have learned.

Exercise your Brain



What do you see? Can you see the landscape or the man or both?

Who Owns the Fish?

There are 5 houses in 5 different colours. In each house lives a person of a different nationality. The 5 owners drink a certain type of beverage, smoke a certain brand of cigar, and keep a certain pet. **Using the clues below, can you determine who owns the fish? Check our website for the answer. www.janusassociates.ca**

The Brit lives in a red house.
The Swede keeps dogs as pets.
The Dane drinks tea.
The green house is on the immediate left of the white house.
The green house owner drinks coffee.
The person who smokes Pall Mall rears birds.
The owner of the yellow house smokes Dunhill.
The man living in the house right in the middle drinks milk.
The Norwegian lives in the first house.
The man who smokes Blend lives next door to the one who keeps cats.
The man who keeps horses lives next door to the man who smokes Dunhill.
The owner who smokes Blue Master drinks beer.
The German smokes Prince.
The Norwegian lives next to the blue house.
The man who smokes Blend has a neighbour who drinks water.