

Mind Styles

The Gregorc Model


*A leader is an elaborator
of a vision.*

- Theodore Hesburg

Concrete Sequential (CS)

- Positive CS leadership results in:
 - The vision becoming reality in everyday life

CS Leader Elaborates via:

- Structures and procedures 
 - Concretize vision
- Managing to fulfill organizational purposes
- Creating group identity and pride
- Efficient use of resources
- Adjusting structures and procedures
- Legal and financial base of operation

CS Leader Effectiveness:

- Understand and develop CS gifts re. Quality and precision
- Utilize natural instincts for survival
- Manage details that make vision practical
- Cooperation with other leaders

CS Leader Dangers:

- Failing to recognize the vision
- Confuse vision and goals with mission and objectives
- Faulty assumptions or theoretical bases
- Proliferating non-essential procedures
- Employing unqualified individuals

Dominant CS are fired for:

- Self-serving, autocratic attitudes
- Petty perfectionism
- Expectations of strict conformity
- “fiefdoms” and “red tape”
- Uncooperative behavior
- Consistent negative, critical and pessimism
- Wrongful support of status quo

Abstract Sequential (AS)

- Positive CS leadership results in:
 - The philosophical marriage of theory and practice for virtuous organizational action

AS Leader Elaborates via:

- Sharing philosophy of vision
 - Unity and stability
- Shaping and sculpting the vision
- Recognizing economic needs re. Vision
- Developing blueprint and components that bring vision into practice
- Acquiring suitable people and resources
- Establishing codes of conduct
- Brings a “voice of reason”



AS Leader Effectiveness:

- Share vision via competent communication
- Build suitable infrastructure for vision
- Recognize their AS gifts: abstract thought, intellect, reasoning powers
- Predict probable future
- Integrates field experience with models
- Cooperate with other leaders

AS Leader Dangers:

- Failure to effectively communicate purpose and design to all involved
- Surrendering accountability for the vision
- Substituting personal goals for organizational goals
- Implementing ill-conceived ideas
- Adopting or designing a misfit infrastructure
- Avoiding feedback
- Resting on past laurels and achievements