

L1 THINKING PREFERENCES: REALIST - The Tiger



- Likes simplicity and clarity of thinking
 - ❖ Tigers are essentially solitary animals, except for courting pairs and females with young.
 - ❖ Though they hunt alone, tigers sometimes share their kills with other tigers.
- Wants no extraneous and inappropriate distractions
 - ❖ When adult tigers share a kill, usually only one tiger feeds at a time.
- Prefers to insulate him/her from any distractions
 - ❖ In general, tigers tend to avoid each other rather than fight.
 - ❖ When tigers do fight, they seldom fight to the death, but injuries may occur that later cause death.
 - ❖ Both male and female tigers will fight other tigers if necessary to defend, expand, or acquire a territory.
- Prefers to think about what gives best return
 - ❖ If hunting is unsuccessful during the night, a hungry tiger will hunt during the day.
 - ❖ Mother tigers will also hunt during the day to provide enough food for their cubs.
- Likes to focus on important matters and prefers to define the target clearly
 - ❖ Tigers hunt by stalking (sneaking up) on their prey rather than running after it like lions or cheetahs.
- Would like any involvement to take him/her closer to goal
 - ❖ Female and male tigers mark their home ranges chemically (through scent) and visually. Most marking is done along home range boundaries.
- Prefers not to switch from task to task
 - ❖ Female tigers regularly share kills with their young dependent cubs.
 - ❖ Male and female tigers may share a kill during courtship.
 - ❖ Sibling tigers, when learning how to hunt independently in their mother's range, occasionally share kills.

- Prefers to think through the pros and cons
 - ❖ Groups of two or more tigers, of various ages and sexes, may share a kill if food is plentiful.
 - ❖ These aggregations are most often observed at manmade feeding stations where prey is regularly provided (to attract tigers).



L1 THINKING PREFERENCES:
ANALYST - The Swallow



- Prefers to assess and monitors results and performance
 - ❖ Swallows are fast flyers and they generally swoop on insects while airborne.
 - ❖ They are often seen flying relatively low in open or semi-open areas.
 - ❖ They like to purvey the area from a high before deciding which insect to eat or where to land.
- Likes to dig deeper to understand the essence
 - ❖ They are widespread breeding birds in the Northern Hemisphere, migrating south in winter.
- Prefers to identify priorities clearly
 - ❖ They are extremely agile in flight and spend most of their time on the wing.
- Likes to calculate, examine and measure
 - ❖ Young from the previous brood can be seen trying to steal food from the new brood.
 - ❖ Swallows used naturally overhanging cliffs as nest sites, but as buildings became more abundant, swallows took advantage of their sheltering eaves.
- Likes to reason rationally
 - ❖ They are extremely agile in flight and spend most of their time on the wing.
 - ❖ Each mating pair in the colony shapes its home piece by piece into a bottle-necked nest which they then line it with grasses and feathers.
 - ❖ They will sometimes eat berries when insects are unavailable.
- Likes to solve problems clinically and thoroughly
 - ❖ Occasionally, a female will lay an egg in her neighbor's nest. About a forth of nests in a large colony contain another swallows chick.
 - ❖ Parents can identify their chicks by their voices not by their appearance.



L2 THINKING PREFERENCES: STALWART & REGULATOR - The Antelope

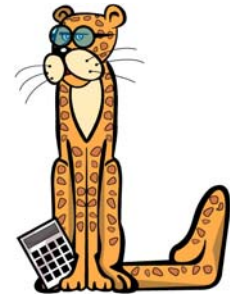


- Likes to follow well-proven methods and practices
 - ❖ Most antelope species common to forests tend to stay in the same place all their lives.
 - ❖ When excited or alarmed, most antelopes bounce up and down on all four legs, keeping them stretched out straight. This behaviour, known as '*pronking*' or '*stotting*', acts as an alarming display and most predators will then not pursue.
- Prefers disciplined and orderly environments
 - ❖ Antelopes that live in herds have special glands in their hooves that leave a scented record of their movement.
 - ❖ If an antelope were accidentally separated from its herd, it would be able to follow the scent tracks back.
- Prefers circumstances where traditions, loyalty and rules are respected
 - ❖ Most antelopes never move far from water and have localised movements.
 - ❖ Female herds are accompanied by a single adult male, who defends a wide area around his herd against potential rivals.
 - ❖ Young males are driven from their natal herds when they reach two years of age.
 - ❖ Fights occur with both animals on their 'knees' and are almost exclusively horn against horn.
- Likes people to be time-conscious
 - ❖ If antelopes have different home ranges. One of these ranges is used during the dry season, while another is used during the wet season.
 - ❖ Antelopes are active during different times of the day - depending on the type.
- Works in a methodical and cautious way
 - ❖ Most antelopes have fawn or brown-colored fur so they can camouflage themselves while eating.
 - ❖ Their senses of smell and hearing are also acute, giving them the ability to perceive danger while out in the open where predators often prowl after dark.

- Gives high preference to experience
 - ❖ The life of antelope depends a lot on the type of habitat they live in and how much food and water is available.
 - ❖ Some antelope species, which do migrate, form very large herds when they are on the move. This has proven to be the best way to find the most food.
- Prefers stability and steadfastness
 - ❖ Some antelope live in swampy areas and thus have long and pointed hooves to give them sure footing in the water. Others have sturdy, wide hooves so they can walk on the shifting sand of the deserts.
- Likes to work with effective and well-skilled colleagues
 - ❖ Antelopes communicate with each other using a varied array of sounds.
 - ❖ Some antelope species whistle when alarmed, warning others of danger as well.
 - ❖ Neighbouring herds rarely share territory.



L2 THINKING PREFERENCES:
ORGANISER - The Cheetah



- Likes to put things into action
 - ❖ Cheetahs hunt in the late morning and early evening. They capture their prey by stalking - until they prey is within 10-30 meters - before chasing.
 - ❖ Chases last about 20 seconds, and rarely longer than 1 minute.
 - ❖ Covering 7-8 meters in a stride, with only one foot touching the ground at a time, the cheetah can reach a speed of 110 km/h in seconds. At two points in the stride, no feet touch the ground.
- Prefers hands-on experience
 - ❖ Females live alone except when they are raising cubs. The females raise the cubs on their own.
 - ❖ The first 18 months of a cub's life are important - cubs learn many lessons because survival depends on knowing how to hunt wild prey species and avoid other predators such as leopards, lions, hyenas, and baboons.

- Likes to organise, plan and arrange
 - ❖ At about 2 years, the female siblings leave the group, and the young males remain together for life (forming coalitions).
 - ❖ Some coalitions maintain territories in order to find females with which they will mate.
 - ❖ Territories are often located in areas where there is a rich supply of wild game and/or water.

- Prefers to follow an orderly approach
 - ❖ Cheetahs have a unique, well-structured social order.
 - ❖ At 18 months, the mother leaves the cubs, who then form a sibling group, that will stay together for another 6 months.
 - ❖ Fierce fights between male coalitions, resulting in serious injury or death, can occur when defending territories.

- Persevere with details
 - ❖ Wild instincts remain intact even with tamed and captive-raised animals.

- Likes to work according to a fixed schedule
 - ❖ In Namibia, cheetahs use play trees (trees with sloping trunks and large horizontal limbs, usually camel thorns) to observe their surroundings and mark the area.
 - ❖ Cheetahs suffer from a lack of genetic diversity making them more susceptible to disease and decreasing reproduction.
 - ❖ Cheetahs do not breed well in captivity.



R1 THINKING PREFERENCES:
STRATEGIST - The Falcon



- Likes to see through other people's eyes
 - ❖ Keen eyesight: about eight times sharper than man.
 - ❖ Alertness, regal carriage and noble tradition.
 - ❖ Falcons will identify their prey from distances up to one mile away.
 - ❖ Their favourite spot for a nest is on the edge of a cliff.

- Loves to move into uncharted and unfamiliar territory
 - ❖ Falcons search either from a perched position, or while flying, but sometimes on the ground for prey.
 - ❖ They sometimes hunt on foot after insects, other invertebrates, small mammals and especially nestling and fledgling birds.
 - ❖ They require open ground for hunting and are most often found in habitats such as mountain meadows, marshlands, grasslands, deserts, open pine forests, and any kind of mixed woods or grasslands, agricultural land, vacant sites, airfields, along the edge of highways, etc.

- Prefers to gain insights from a variety of ideas and experiences
 - ❖ Individual falcons and pairs often prey selectively on particular species and classes of prey. Selection appears related to factors that increase vulnerability of prey.

- Likes to break new ground, to be part of change and transformation
 - ❖ Falcons are powerful, streamlined birds, capable of soaring to heights of 600m and are among the world's swiftest birds, flying at speeds of more than 300km/h.

- Likes to take risks and to challenge the status quo
 - ❖ In addition to speed the peregrine may use the element of surprise -- swooping from the direction of the sun or suddenly appearing from behind a cliff, or around the corner of one of our sky scrapers.
 - ❖ They have a unique way of hunting for food ~ they dive at their prey so fast that they overtake it by surprise, catching it in mid-air, and the speed kills the prey instantly.



R1 THINKING PREFERENCES: IMAGINEER - The Dolphin



- Likes to communicate with his/her inner voice
 - ❖ Dolphins are famous for their willingness to occasionally approach humans and playfully interact with them in the water.
 - ❖ Dolphin-human interaction is also employed in a curative sense at places where dolphins work with autistic or otherwise disabled children.
 - ❖ These animals can establish strong bonds between each other. This leads to them staying with injured or ill fellows for support.
- Prefers the 'aha' moment, the 'intuitive flash' to elaborate approaches
 - ❖ Dolphins also seem to enjoy riding waves and are frequently seen 'surfing' coastal swells and the bow waves of boats.
- Likes to daydream and fantasize
 - ❖ Dolphins frequently ride on the bow waves or the stern wakes of boats for fun.
 - ❖ Play is a very important part of dolphins' lives and they can often be observed playing with seaweed or play-fighting with other dolphins.
 - ❖ They have even been seen harassing other creatures, like seabirds and turtles.
- Likes to use metaphors, images and doodles to describe experiences
 - ❖ Both young and old dolphins chase one another, carry objects around, toss seaweed and use objects to solicit interaction.
 - ❖ Such activity may be practice for catching food.
- Likes to be unorthodox and non-conformist when dealing with new projects
 - ❖ Dolphins have been seen jumping as high as 4.9 m from the surface of the water and landing on their backs or sides, in a behavior called a breach.
 - ❖ Dolphins often leap above the water surface, sometimes performing acrobatic figures.
 - ❖ Scientists are not quite certain about the purpose of this behavior, but it may be to locate schools of fish by looking at above water signs, like feeding birds.
 - ❖ They could also be communicating to other dolphins to join a hunt, attempting to dislodge parasites, or simply doing it for fun.

- ❖ Dolphins sleep with one half of their brain plus one eye closed, and then switching to the other side of the brain and the other eye closed during other parts of the day.
- Is comfortable in circumstances where there is some disorder and clutter
 - ❖ Dolphins live in social units called pods.
 - ❖ Several pods may join temporarily (for several minutes or hours) to form larger groups called herds or aggregations.
 - ❖ In places with a high abundance of food, schools can join temporarily, forming an aggregation called a superpod; such groupings may exceed 1000 dolphins.
- Likes to connect ideas to create something different and new
 - ❖ Some dolphins teach their offspring to use tools. The animals break off sponges and put them onto their mouths thus protecting the delicate body part during their hunt for fish on the seabed.



R2 THINKING PREFERENCES:
EMPATHISER - The Elephant



- Likes to reach out to people
 - ❖ Elephants - a family member and often other elephants - grieve at the loss of a stillborn baby.
- Likes to encourage and cheer people on
 - ❖ The mother is often assisted by another cow during birthing.
 - ❖ All the adults and most of the other young will gather around the newborn, touching and caressing it with their trunks.
- Likes to assist, help and put others first
 - ❖ Elephants are sensitive to fellow animals.
 - ❖ If a baby complains, the entire family will rumble and go over to touch and caress it.
 - ❖ Elephants can provide water for other species by digging water holes in dry riverbeds.
- Likes to add value to the lives of others
 - ❖ Elephants have greeting ceremonies when a friend that has been away for some time returns to the group.

- Prefers to work in a service and hopeful environment
 - ❖ Groups of related families stay in fairly close range of each other and communicate often; these are called "kin groups".
 - ❖ In times of danger, kin groups will mass and form "clans" of 200 or more.
 - ❖ With the help of its mother, a newborn calf usually struggles to its feet within 30 minutes of birth.
 - ❖ For support, it will often lean on its mother's legs.

- Appreciates the sentiment and mood of things
 - ❖ Elephants cry, play, have incredible memories and laugh.
 - ❖ Elephants also sometimes collect the bones of dead elephants and pile them together.
 - ❖ Mothers have been seen carrying their dead babies around for several days.

- Forms attachments to a few special people (or animals)
 - ❖ Familiar elephants will greet each other by entwining their trunks, much like a handshake.
 - ❖ All members of a tightly knit female group participate in the care and protection of the young.



R2 THINKING PREFERENCES:
SOCIALISER - The Flamingo



- Prefers to mingle with people
 - ❖ Flamingos are very social birds.
 - ❖ Breeding colonies of a few individual flamingos are rare, while colonies of tens of thousands of birds are common.
 - ❖ They are often seen in dense packs floating on the surface of the water.

- Likes to work in groups and share ideas with others
 - ❖ Flamingos devote considerable time to collective displays before, during, and after breeding.
 - ❖ Several hundred to several thousand flamingos are all involved simultaneously with ritualised postures and movements to synchronise breeding.

- Prefers consensus before deciding
 - ❖ Vocalisations play an important role in keeping flocks together as well as in ritualised displays.
 - ❖ Specific calls are used in conjunction with certain behaviors.
- Prefers to co-operate and reach an understanding
 - ❖ Two or more species of flamingos can coexist in the same area at the same time.
- Prefers person to person communication, gatherings and get-togethers
 - ❖ Flamingos are often seen in dense packs floating on the surface of the water.
- Is outgoing, sociable and eager to meet new people
 - ❖ Some flamingos migrate and will return to their native colony; however others may easily join a neighboring colony.
- Likes to bring people together
 - ❖ They have good hearing with vocalisations being very important and may be used to keep flocks together as well as for parent-chick recognition.
 - ❖ Both parents nurse their chick.