

Neethling Brain Instruments

The Neethling Brain Instruments (NBI®) is a revolutionary battery of instruments that strives to develop whole-brain thinking in individuals. These assessment tools will help you develop strategies to sustain creativity and positive thinking in your personal and professional life. You will also be able to identify the essence of your problems and apply creative solutions immediately.

The NBI® was developed after almost 30 years of extensive international research on left and right-brain functions. The instruments were developed by Kobus Neethling, under the research guidance of Professor Paul Torrance of the University of Georgia.

The NBI® gives an indication of how you:

- communicate
- act towards other people or in certain situations
- do business
- learn
- teach
- would manage in a certain career
- solve problems
- make decisions.

The NBI® enables you to:

- develop effective teams
- resolve conflicts in your personal and professional life
- receive the best guidance in choosing a new career
- improve the level of creativity and leadership in your business
- select the best-suited employees for new positions
- retain valuable employees
- choose the best course of study
- develop the whole-brain mental edge in your sport.

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The NBI® is a 30-question diagnostic survey that indicates your personal *thinking preferences*. Your thinking preferences influence the way you communicate, make decisions, solve problems and manage those around you. Understanding your thinking preferences can give you a new perspective on yourself and those you interact with every day.

With the four quadrants as the basis, we are proud to introduce the 8 Dimensions Instrument which identifies two dimensions within each of the four quadrants. The 8 dimensions are a revolutionary aspect of the NBI® as they provide greater insight into the elements within each of the four quadrants. This allows for a more thorough interpretation of an individual's thinking preferences.

Instruments which include the 8 dimensions are NBI General Adult, NBI Adult A, NBI Teacher/Trainer and the NBI Senior Student.

NBI General Adult: The NBI® General Adult instrument offers insight into the way you prefer to think, and increases your awareness of and sensitivity to, the thinking preferences of others.

NBI Adult A: An alternative to the general Adult instrument with questions that focus more on general life.

NBI Adult P: A preference picture profile for illiterate adults. The report is the same as for the NBI Adult 4 quadrants.

NBI Teacher/Trainer: Offers insight on the way you prefer to think. The questions are the same as the Adult instrument's, but includes an extra static page with information on how the different quadrants influence your teaching style.

NBI Senior Student: The NBI® Senior Student instrument measures your thinking preferences as a student (from the age of 16). Subject choices are key decisions for every student! Making an informed decision can lead to a lot of satisfaction and achievement for the student, as well as to an interesting and rewarding career.

NBI Student: The NBI® Student instrument measures your thinking preferences as a young student (10-15 years). The NBI Student instrument does not include the 8 dimension.

NBI Young Child Indicator: The NBI® Young Child Indicator measures the thinking preferences of young children (4–8 years). This instrument only indicates whether the child is left brain- or right brain dominant, and is not divided into four quadrants. As a parent or teacher, it is very important to know that children's thinking preferences determine how they make decisions, communicate and socialize. The NBI Young Child Indicator does not include the 8 dimension.

The following instruments must always be used in conjunction with one of the thinking preference profiles mentioned above. It is important to note that these profiles may differ from your thinking preference profile.

NBI Skills: The NBI® Skills instrument identifies an individual's personal skills. You may have acquired skills in a particular area that are not really indicative of your brain preferences. Alternatively, you may have a very strong preference in one area, but have never had the opportunity to develop the necessary skills in that area.

NBI Personal Negativity: The NBI® Personal Negativity instrument will give you greater insight into your negative thinking. It identifies the processes most likely to cause your negativity and block your happiness and success. Once you (and the organisation) have identified the essence of the negativity the right solutions become very possible.

NBI Jobs: The NBI® Job instrument is a descriptive, non-judgmental assessment that identifies the skills needed in every quadrant in order to succeed at a particular job. The profile report focuses the specific quadrant scores, and makes recommendations based on these scores. This instrument can be used to design the job profiles of every existing and future jobs in the company – and an understanding of the type of people who should fill those jobs.

The following are 15-question instruments and should always be used in conjunction with one of the thinking preference profiles.

NBI Leadership Style: The NBI® Leadership Style instrument provides insight into your leadership style and issues that are important to you (but may not be to your staff or colleagues), as well as identifying where there may be gaps in your leadership approaches.

NBI Creativity Style: The NBI® Creativity Style instrument provides insight into the way in which you are creative. The instrument identifies the type of creativity you prefer and apply. Since the focus of this NBI® instrument is on thinking preferences, the end result is not good or bad, right or wrong. The NBI® Creativity Style instrument provides a profile report which is a descriptive, objective analysis of an individual's thinking preferences – no profile is better or worse than another. Instead, the report gives you a description of your thought preferences, and makes recommendations based on these preferences.

NBI Parenting Style: The NBI® Parenting Style instrument provides insight into your parenting style and issues that are important to you (but may not be to your child or partner), as well as identifying where there could be room for improvement.

NBI Learning Style: The NBI® Learning Style instrument provides insight into your learning style and issues that are important to you when studying, as well as identifying where there could be room for improvement.

NBI Relationship Style: The NBI® Relationship Style instrument provides insight into your relationship style and issues that are important to you (but may not be to your partner), as well as identifying where there could be room for improvement.

NBI Sport Instruments include:

- NBI Rugby (30 questions)
- NBI Rugby Referee (30 questions)
- NBI Soccer (30 questions)
- NBI Golf
- NBI Tennis
- NBI Cricket
- NBI Netball
- NBI Netball Umpire

The various NBI® Sport instruments gives insight into the way you prefer to think during the game, and will make you more aware of the thinking styles of fellow players. These instruments should also be used in conjunction with your thinking preference profile. Developing your game and making better decisions during key moments will lead to a better understanding and overall picture of the game.

The various NBI® Sport profiles measures thinking preferences, rather than the skills or abilities necessary to execute those preferences. It is therefore possible that you could have a very strong preference for playing with preciseness and accuracy, but may not have had the opportunity to develop all the skills to accomplish these goals. On the other hand, it is possible that you could have excellent skills and technique, but a low preference in the left side of the brain. This could lead to a rejection of the skills learned and a more risky approach to the game.

NBI Eating Habits: The NBI® Eating Habits instrument provides insight into your weight-loss style and issues that are important to you, as well as identifying where there could be room for improvement.

NBI Innovator: The NBI® Innovator Role Profile identifies the strengths of the skills needed in every quadrant to do a specific innovation role well. The Innovator Role Profile report focuses the specific quadrant scores and makes recommendations based on these scores. Looking at the role description for innovators, this instrument can therefore be used to design a profile for a specific innovation role. This profile will indicate which elements of the Brain of the Innovator are required to do this role optimally.

NBI Driving Instrument: The NBI® Driving assessment identifies the thinking preferences of road users. It gives insight into the way a person prefers to think while driving and makes you more aware and sensitive to the thinking styles of fellow drivers. For drivers, developing and improving his/her whole brain thinking and making better decisions during key moments will lead to safer roads.

NBI Business Analyst: The NBI® Business Analyst assessment identifies the thinking preferences of the Business Analyst. It gives insight into the way the Business Analyst prefers to think during projects and makes them more aware and sensitive to the thinking styles of fellow role players. For the Business Analyst, developing and improving his/her whole brain thinking and making better decisions during key moments will lead to a better understanding and an overall picture of the project. Making better choices will lead to an improved and more fulfilled experience.

NBI Wealth Instrument: The premise of the NBI® Wealth Instrument is to determine the thinking profile of an individual when he or she has to make investment decisions.

NBI Desired Job: By completing the 15 questions you clearly indicated the kind of JOB you would like to have one day. The total score of every participant is 300 which means that there is no profile which is superior or better than the other. The different Job profiles do however show which skills, insights, thinking and attitudes are required to do well in particular jobs.

The profile report focuses on the specific quadrant scores and makes recommendations based on these scores. It is also recommended that you compare your personal profile (four and eight dimensions) to your desired job profile - the higher the correlation between these two profiles the better the possibility that your desired job the is the correct choice.

NBI Whole Brain Feedback

Your FEEDBACK Brain Profile will give you an insight into the type of manager that you prefer and how that impacts your followership style. It will highlight issues that are important to you (but maybe not to your employer or colleagues) and even where there could be room for improvement!

NBI Business Relationship

Your Business Relationship Style profile will give you insight into your preferences in relationships in the work place. Insights into your own and your colleagues' unique preferences and how this impact on your work relationships will go a long way towards growing understanding and tolerance instead of frustration and criticism.

The password to successful relationships is tolerance with respect to differences, accepting the fact that we don't all think the same way.