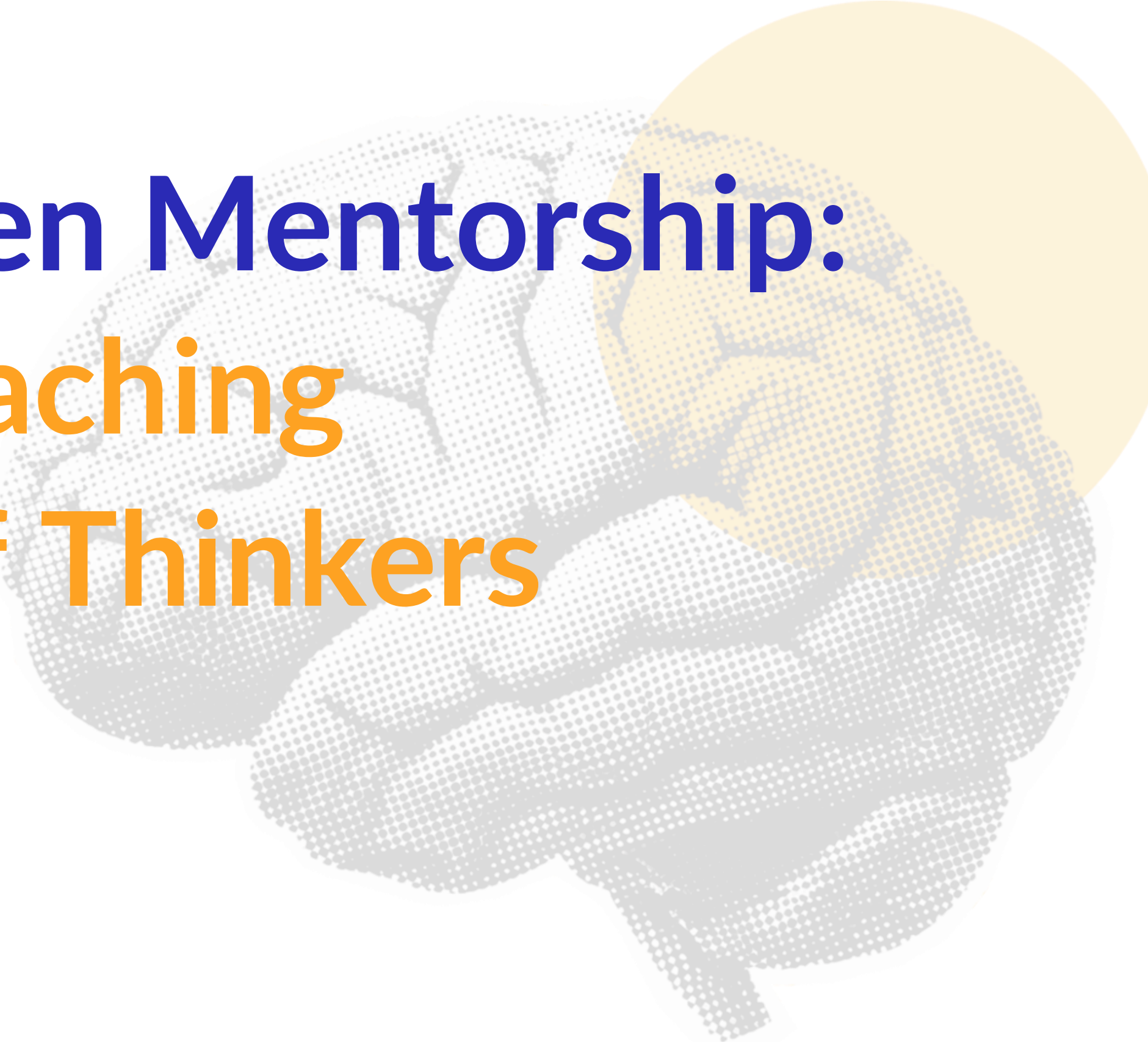


PM04:NeuroDriven Mentorship: Recognizing & Teaching Different Kinds of Thinkers



Company: STATECS

Presenter: Ellada Abrahamyan

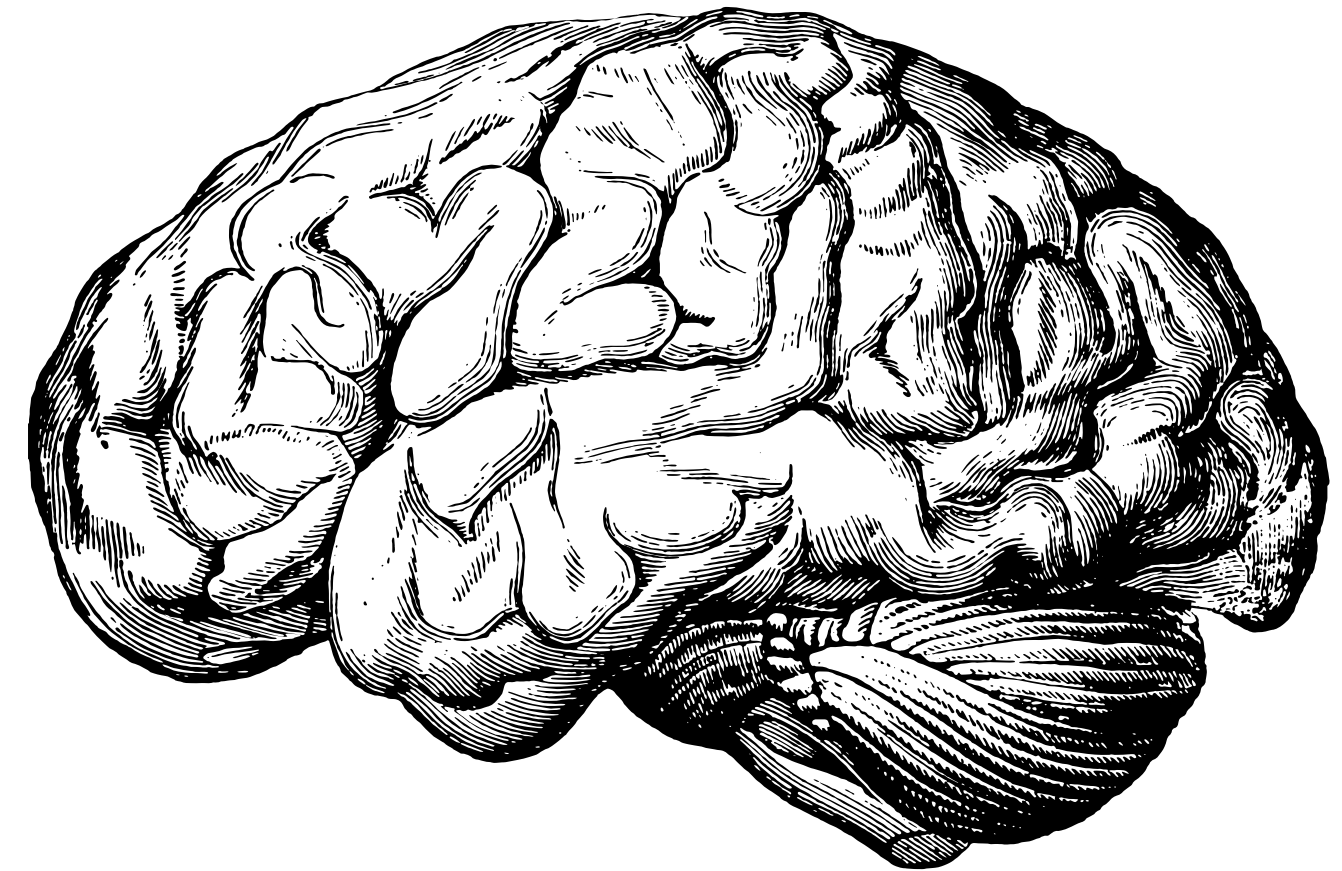
Agenda

- ≡ Introduction
- ≡ The Framework: Six Cognitive Archetypes
- ≡ The Thinkers
- ≡ Implementation: The NeuroDriven Quiz
- ≡ Findings
- ≡ Conclusion

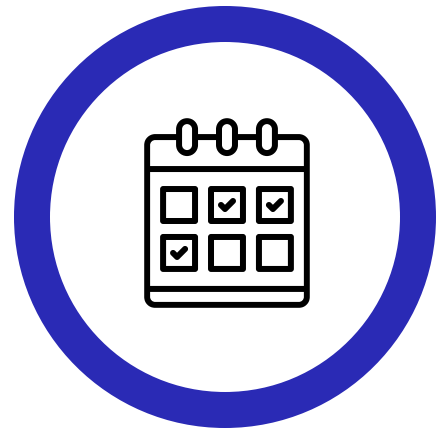
≡ Introduction

This framework defines six cognitive archetypes in clinical programming.

By adapting mentorship to these learning patterns, teams achieve greater consistency, accuracy, and engagement.

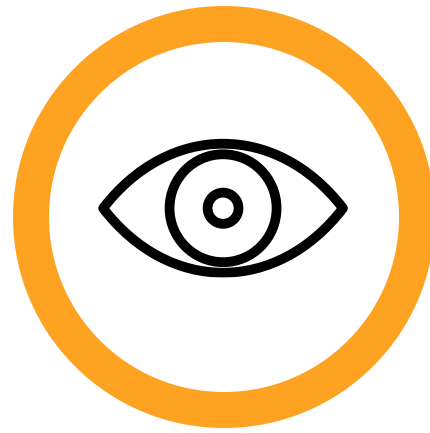


≡ The Framework: Six Cognitive Archetypes



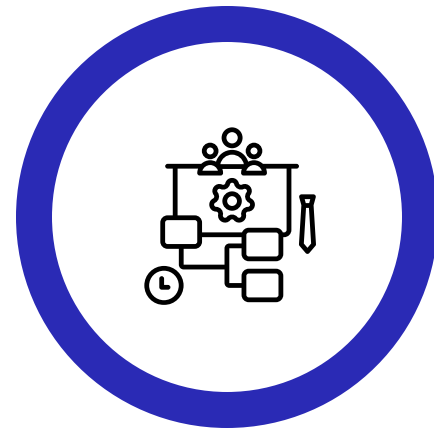
Linear
Thinker

The Architect
of Order



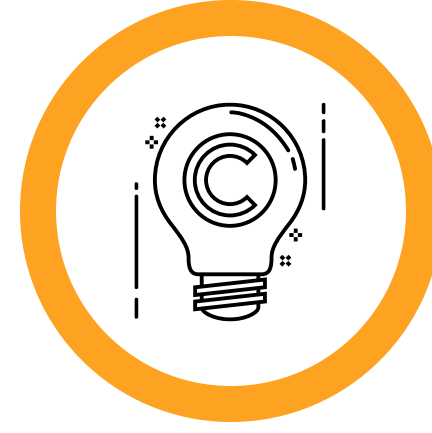
Visual
Thinker

The Mapper of
Meaning



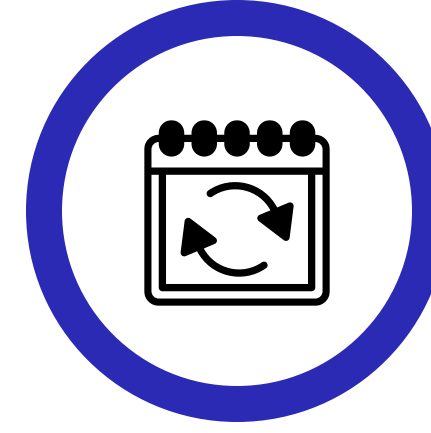
Pattern-Driven
Thinker

The System
Builder



Conceptual
Thinker

The Philosopher
of Code



Experimental
Thinker

The Explorer



Emotionally
Attuned Thinker

The Empath

≡ The Thinkers

1. *Linear Thinker*



How They Think

- Sequential, logic-based, process-focused
- Prefers structured paths and clear instructions

Mentorship Approach

- Provide step-by-step examples and documentation
- Emphasize precision, templates, and version control

Potential Pitfall

- Struggles when direction or specifications are ambiguous
- May resist flexibility or creative deviation

≡ The Thinkers

2. *Visual Thinker*



How They Think

- Understands best through diagrams, colors, and flow visuals
- Links abstract concepts to spatial organization

Mentorship Approach

- Use visual aids: mock-ups, flowcharts, annotated screenshots
- Explain logic using spatial or relational language (“connects to,” “flows from”)

Potential Pitfall

- May lose clarity with dense verbal or text-only instructions
- Needs context before execution

≡ The Thinkers

3. *Pattern-Driven Thinker*



How They Think

- Detects recurring logic and standardizes all processes
- Enjoys optimization, consistency, and reusability

Mentorship Approach

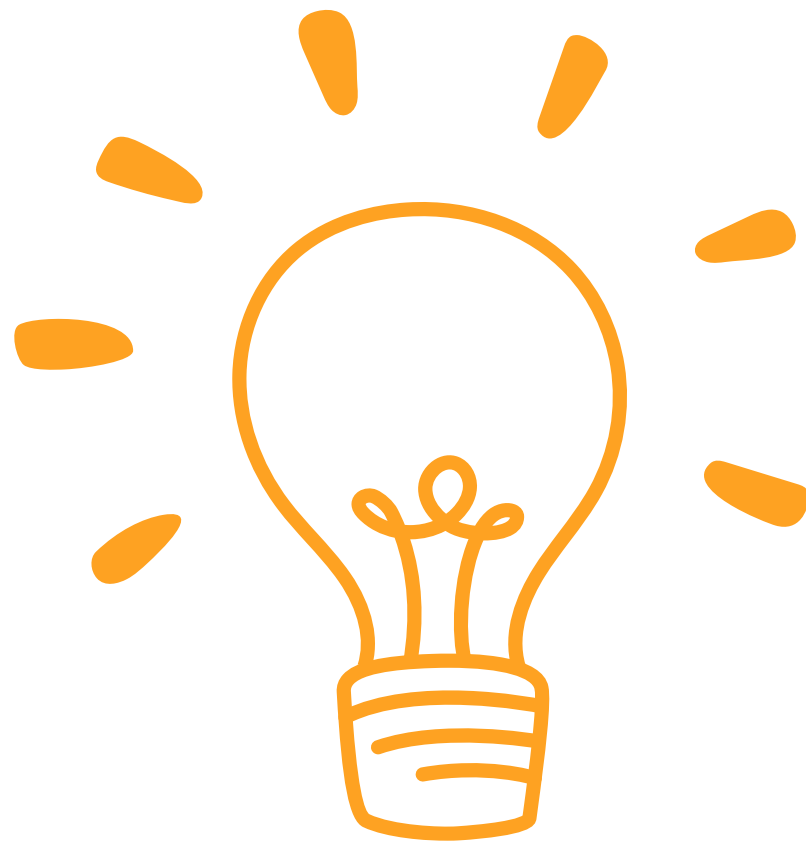
- Discuss automation and frameworks, not one-off fixes
- Encourage creation of reusable macros or code libraries

Potential Pitfall

- May overgeneralize or force patterns where flexibility is needed
- Can lose patience with exploratory or unstructured work

≡ The Thinkers

4. *Conceptual Thinker*



How They Think

- Anchors every detail to a broader goal or hypothesis
- Seeks to understand the why before acting on the how

Mentorship Approach

- Start with study purpose or data meaning
- Engage them through discussion and logic before coding tasks

Potential Pitfall

- May appear slow to start or overly theoretical
- Needs practical checkpoints to maintain progress

≡ The Thinkers

5. *Experimental Thinker*



How They Think

- Learns by doing, testing, and observing results
- Thrives in discovery and iteration

Mentorship Approach

- Offer sandbox space to try and fail safely
- Debrief after trials – focus on “what worked and why”

Potential Pitfall

- Can overlook documentation or version tracking
- May need guidance to balance speed with rigor

≡ The Thinkers

6. *Emotionally Attuned Thinker*



How They Think

- Processes information through emotional and relational cues
- Performance tied to trust, tone, and psychological safety

Mentorship Approach

- Lead with empathy and positive reinforcement
- Provide feedback in supportive, context-rich language

Potential Pitfall

- Can internalize criticism or avoid confrontation
- May prioritize team harmony over personal progress

Implementation: The NeuroDriven Quiz

- Converts thinking styles into measurable data
- Uses scenario-based questions to reveal cognitive patterns
- Maps results across six key dimensions
- Guides mentors in adapting communication and feedback
- Highlights team-level cognitive diversity



Findings

Table 1. Summary of Quantitative Outcomes Following NeuroDriven Mentorship Implementation

Metric	Pre-Implementation	Post-Implementation	Change
Interview & Assessment Scores (average score / 100)	72.0	90.0	+25%
Repeated Explanations (per mentee per month)*	4.0	1.5	−62%
Average Learning Curve Duration (days)**	25.0	18.0	−28%

* Values derived from mentor self-reports collected via a brief internal survey assessing how often key concepts had to be re-explained to the same mentee within a one-month period.

** Represents mentor-reported estimates of the average time required for mentees to become independently productive within their assigned programming area. The precise task topics varied across teams but were consistent within each mentor’s response set.



≡ Conclusion

01 Mentorship works best when it's adapted to how people actually think.

02 The data supports what experience already hinted: understanding thinking styles improves outcomes.

03 Aligning mentorship to how people think improves accuracy, retention, and engagement.





Thank You!

Let's keep in touch!



Ellada Abrahamyan
Senior Statistical Programmer