

What is Fluid Thinking

- *Fluid Thinking is what you use when you don't know what to do.*
- *It underpins a leader's ability to think and act quickly, solve new and novel problems, and navigate through uncharted waters.*
- *This ability is considered independent of knowledge, subject matter expertise and education (i.e. Crystallized Knowledge).*
- *Fluid Thinking underpins all learning abilities and a leader's ability to be adaptable, agile and flexible – key attributes in the Covid-19 era and beyond.*
- *Fluid Thinking capabilities include analytical, conceptual, innovative, strategic, focused thinking. etc.*

enigmaFIT has coined the term 'Fluid Thinking' and 'Crystallized Knowledge' which are based on Cattell Horn Carroll's Theory of Human Cognitive Abilities. Crystallized Knowledge (Left Brain and language focused) is the breadth and depth of a person's acquired knowledge over their lifetime, facts they know, and their concrete skills.

"The Human Brain is an information processing organ, not a machine."
Phillip Campbell CEO enigmaFIT

Background:

Historically, it was thought that Fluid Thinking was 'innate' and therefore cannot be changed or developed. This was before the concept of adult brain plasticity (also referred to as 'neuroplasticity') was understood. See two short videos: Boston Consulting Group interview with enigmaFIT CEO [BCG Video](#) and BBC video on neuroplasticity [BBC Video](#)

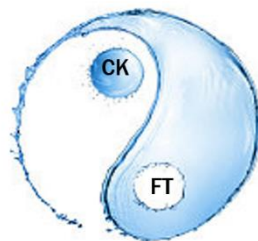
This diagram illustrates why
BOTH Crystallized Knowledge and Fluid Thinking
are imperative in rapidly changing environments.

Traditional Crystallized Knowledge Training Approach

Traditional education, training, development, coaching and mentoring etc. focusses on the
'Content of What you need to learn'

i.e. Crystallized Knowledge/Subject Expertise

- Accounting
- Marketing
- Engineering



enigmaFIT's Fluid Thinking Approach

Our innovative methodology focuses on the

'Process of How you learn'
and
'How you Apply new learning'

These abilities are underpinned by Fluid Thinking and enhance all future ability life-long learning.

WHAT IS FLUID THINKING

We upgrade our computers and mobile phones.

It's time our leader's had a Brain Hardware Upgrade.



Fluid Thinking Abilities

1. Adaptable
2. Agile
3. Flexible
4. Pivot

How does Fluid Thinking Abilities Impact Leadership

Improving Fluid Thinking abilities increases both the Potential and Performance of a leader.

Based on neuroscience and cognitive science, our Fluid Thinking Development Diagnostic measures and benchmarks the 10 dimensions of a leader's Fluid Thinking ability.

Then, using our Fluid Thinking Diagnostic Report, we customize the Fluid Thinking Program/s which will:

- Improve effectiveness -> quality of the leaders' work
- Upgraded efficiency -> increased thinking speed
- Enhanced brain energy efficiency -> leaders produce higher-quality outcomes, more quickly using considerably less energy

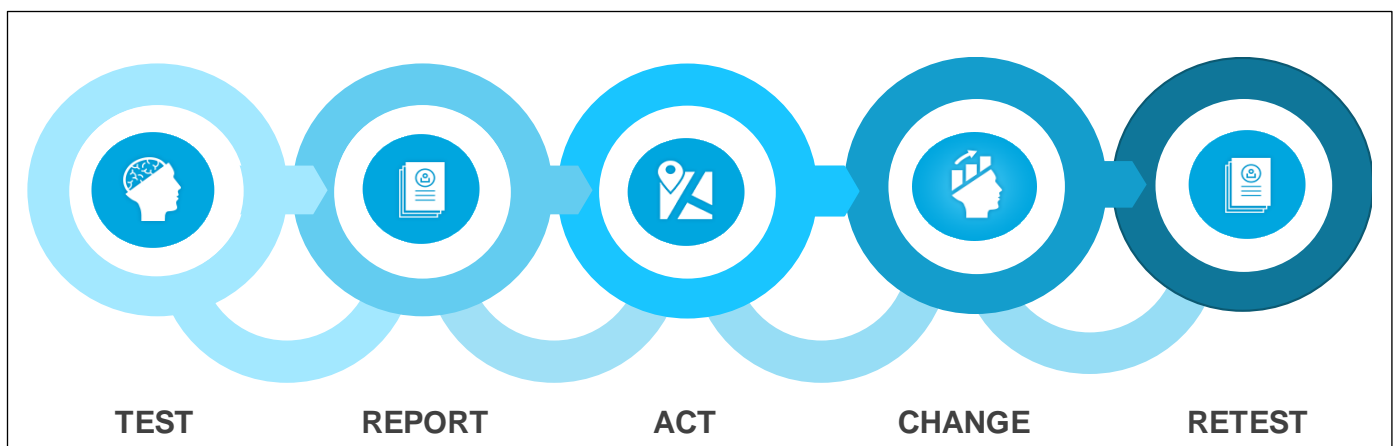
This amounts to a Brain Hardware Upgrade for leaders and enables them to leverage their leadership abilities to the next level

= **an Exponential Leader.**

Why Exponential Leadership is imperative in Covid-19 era

We are currently facing an unprecedented moment in our own history. Never, before has anyone alive seen the disruption on a global scale that has been created by Covid-19.

Now as we enter the unknown future where we are not sure what the next 'normal' will be and our leaders are being called upon to step-up. This will necessitate our leaders to develop exceptional abilities to guide us through new uncharted territory with vision, innovation, agility and the ability to adapt and pivot easily using our TRACR™ methodology.



WHAT IS FLUID THINKING



Source: 'Leaders Need to Be Good to Survive the Crisis.'

They Need to be Exponentially Better After It.' By Julie Thibault previously Head of Retail Innovation at a leading global beauty and fashion company.

<https://medium.com/@julie.thibault/leaders-need-to-be-good-to-survive-the-crisis-they-need-to-be-exponentially-better-after-it-7db2b259735>

One of our clients, Julie Thibault, clearly explains why Fluid Thinking and Exponential Leadership are imperative in the Covid-19 era.

"Fluid Thinkers are open to challenging their habits and biases by trying new things. They forge new connections and contextualize data to come up with new ideas. In other words, they don't use the past as a playbook, they draw inspiration from other sources and come up with multiple solutions for new problems.....

The good news is that you don't have to be born a Fluid Thinker, you can learn it.

Exponential leaders are capable of rapid improvement or changes in thinking....

In the past phase of my leadership journey, I used exercises from an executive development program called enigmaFIT to train my brain to think more fluidly.

However, in uncharted water like a post-crisis environment, Fluid Thinking leadership is most successful. Post-crisis will be similar to starting a new business, so much of what we took for granted just a few months ago will be different. Exponential Leaders will be the ones leading the charge for meaningful change and creating new paths forward."

enigmaFIT's Fluid Thinking Program is the KEY to bridging the Executive Leadership Gap

The Leaders we HAVE

Up until now we were able to rely on Knowledge & domain Subject Matter Expertise (SME), BUT it's no longer enough.

Everyone knows **WHAT** we need of our Leaders of the Future, however **HOW** do we get them there?



The Leaders we NEED

Exponential Leadership Attributes

- Adaptability
- Agility
- Cognitive Flexibility
- Complex Problem Solving
- Creative & Innovative
- Strategic Thinker
- Reflective Thinker
- Abstract Thinking

WHAT IS FLUID THINKING



Fluid Thinking Development Diagnostic

Dealing strategically with uncertainty and complexity, nurturing minds capable of quickly adapting to new ways of work and life, being a source of highly efficient collaboration and clear delegation are just a few of the abilities that our leaders need in their brain's toolbox. Our Diagnostic measures and benchmarks the 10 Thinking Capabilities of Fluid Thinking.

Based on neuroscience and cognitive science, our Fluid Thinking Diagnostic can help you identify where your leaders stand vis-a-vis the most relevant abilities for our present times.

Our Fluid Thinking Program/s can also help you to address the main shifts that your brain needs in order to think fluidly, learn quicker and more effectively, and build resilience for the unexpected.

McKinsey Quarterly May 2020

"The working world after the pandemic will be different, companies will be different, and many of your people will themselves be different as a result of their experiences during the crisis.

Organizations that equip their employees with the metaskill of learning how to learn, adapt and change quickly will be better able to thrive and succeed – and very few are good at it today."

Brain Hardware Upgrade

It is now an optimal time to re-evaluate the 'leaders you have' and 'the leaders you need' for moving forward through and beyond Covid-19. Ensuring your leaders are future ready to lead their teams and the organization at this challenging time will require Exponential Leadership abilities or a Brain Hardware Upgrade which can be achieved by developing their Fluid Thinking abilities.

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If you think developing your Fluid Thinking could be a game-changer to your professional development – it would be great to hear from you.