**Ken’s Traders Learning Journal**: BrainMode Power **(Begun in May 2009)** latest update: January 4, 2014

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| **What I heard/saw/felt that got my attention** | **What I think about it/How it connects** | **What I will DO about it** | **How is it working out?** |
| Promised areas of improvement:Learning curve (speed of learning)Improved communicationCreativityLeveraging thinking powerIncreasing adaptability | Collaborative learning?Group dynamics? | More awareness | The insights from this learning tool that been instrumental in helping me get through my doctoral workload, teaching workload at the college, and developing new strategies in my trading practiceDeveloping network learning capabilities in the chat room and through distributed research projects. |
| My strengths: listening to what they say and their tone of voice | Emphasis on opportunities to interview thought leaders and engage in constructive dialogue | Explicitly take notes of interviews and publish narratives for peersDon’t just rely on my listening skills, | Become much more aware of my own strengths and limitations as a primarily auditory learner and global thinkermake sure that I am documenting what I hear and not over relying on my auditory skills. Sure I am using written summaries of meetings and phone calls. |
| I gain understanding by developing and asking questions | I feel uncomfortable when I cant ask questions or probe to make sure I understand what is going on | Refine my list of questions to ask about systems, trading practiceSeek to develop more instruments to ask better questions, and encourage questions from others | Some of my best professional writings have come in response to FAQs, because it lets me know where I have been unclear in my systems definitions. I also have started the use of surveymonkey.com and gotowebinar.com as a way of soliciting more questions from members and studentsincorporate standard formats to system descriptions and system presentations in order to answer common questions and not just rely on my narration of how I understand the system |
| Recalling and replaying conversations is a communication asset | Conversations of recordings have been important sources of information for me when memory fails | Continue to record conversations whenever possible; generate meeting reports and share them with attendees for confirmation in writing about what was said and agreed to incorporate Dragon to generate transcripts | I have improved my project management and clarity with business partner students and clients by not relying purely on my own memory. Just because it is a strength for me doesn't mean I don't have my own blind spots or that other people have the same recall. Adding to an explicit agreement for tasks has been an important improvementreduced errors in transmission |
| I remember and trust what I hear | I have always relied on my own memories of dialogues but I now take more care to record my notes and share them with others to make sure my recollection is validated | I have probably over relied on my memory of conversations you have assumed that other people have the same memories. This reminds me that other people without a strong auditory component need to have confidence in an explicit memory in the form of meeting records | Construction of artifacts that are both written and multimedia is an important way to share a common frame of reference. My trading practice in business performance is proof as a consequence of using YouTube and a blog to record my outputexecutive summaries of weekend webinars are a great way to document the insights at that time |
| I easily remember images, colors, peoples’ faces | I am great on faces, places, circumstances and tones, but not very good with names | I try to make a point of matching names and faces deliberately now | Continue to build my social network that links people and faces and points of contact information through LinkedIn.com and Facebookensuring that I do not go overboard on Facebook |
| Interruptions; inability to ask questionsLack of time; cluttered work areas | I schedule time now each week to reduce clutter in my office and to add organizational tools to keep all my paperwork indexed and organized | I noticed that I go through cleaning frenzies just prior to any significant start of new work. I notice my work surroundings much more now and can look at my work area through the eyes of others to see what it says about me in their eyes | Continue to schedule time to clean my office. Start work on them annotated bibliography to catalog all my trading and research books as a way to get more out of my libraryneeds more work on organizing library |
| Awkward with fixing, handling things | I am not good with my hands, nor does it bother me :P | I do what I enjoy doing and hire skilled people to do things that I cant do | Follow through on my drumming hobby in order to address my need for physical activity and craftiness. Draw more often with my smart tablet and use that to guide my reflective meditationdrumming has become an important daily task |
| My Slogan: Tell me and show me | I need to hear things first, and create a vision/mind-movie of how it could work | Record more impromptu speeches at the whiteboard since I find it is easier than going through the formality of creating a slideshow | Post more freeform meditations about trading and research on the blog in order to share my ideas more effectively. Make sure that I'm recording all the webinars in the future and hanging them as a resource |
| Creative mode: Kinesthetic creative mode will show new perspectives, overcome writers block | I get some of my best ideas when I'm walking the dogs or playing soccer or sitting in the sauna | Start carrying a digital recording device with me or conducting a debriefing after the walk on my whiteboard | And doing a much better job of maintaining a standing list of discussion and lecture topics on my whiteboard and 3 x 5 cardsimplementing flashcards has been a major improvement in my presentations and in personal preparation |
| Preferred mode: Global-> seeing potential and possibilities | I've always been a visionary and strategic thinker and am often immobilized until I can see my way through from top to bottom. Once I understand something on general principles I feel like I can derive the correct principles of action for any situation | Some of my most creative ideas have come when all of the pieces lineup from the general principles down to business and specific actions that must be taken. Continue to emphasize the use of sketching and mind mapping to get strategic ideas in whatever form therein out onto paper and in my field of vision. Don't wait for completed thoughts; start with sketchescontinue to develop the flash card project | Do a better job of cataloging ideas and adding searchable tags to presentations, something like a new sheet that includes a discussion of the presentation that can be searched for later. Sometimes I have problems finding the sketch that I made because the naming nomenclature isn't everything that I thought it would be |
| Difficulty in finishing single tasks that take a long time to complete; highly structured work using well defined processes and procedures is difficult | I absolutely start more things I can never finish and I would rather start something new then finish something already underway. I need to have irons in the fire for the mission after next | Partner with a linear thinking task completer in order to improve my timeliness inflation rate. Probably need to hire an executive assistant or partner with a good operations person | In those areas where I have partnered with people that are good linear thinkers and get things done my performances been awful lot better. This includes selecting the right people to staff the curriculum shop at the college and partnering with attention to detail people in the trading businessMM and Br working with an immensely helpful; expanding the circle of trusted agents |
| My best working environment: where I can create possibilities and options within a larger systemic picture; Task variety, freedom on implementation methods, and flexible schedules appeals to me | Current work environment at the colleges perfect for me in that I get to design a pilot programs and make curriculum inserts wherever I feel the urge; I get to teach whenever I want and on any topic that I want; I have the opportunity to participate in pilot programs span all the college departments and not just my own because of my reputation as an idea person | Continue to push my curriculum vita to others so they know what my research interests are; improve my professional network through linked in and CTU and throughout CGSC and through my online presence for trading; start writing some professional articles on the topic trading that will get me more contact with other good thinkers. Risk a little more and have a little more confidence in my ideas what the market place be the true judge and let go of my need to be rightexpand the brain mode power network of learning | The partnerships I've tried this year I have been successful and enjoyable although the come with certain amount of extra work. On the one hand I enjoy validation from others; on the other hand it takes more effort to listen to and digest the ideas of others and I have to work on my ego acceptance when other people offer legitimate criticisms of my ideas especially when the right |
| Part 2 |  |  |  |
| Primary sensory mode: auditory (22.5) | Discovering that I was a strong auditory learner revolutionize the way that I look at how I learned and how we teach | Continue to explore the strengths and weaknesses of the auditory mode particularly when the strength is so dominant because it creates periods of silence as well as areas of opportunity | Strive to be more explicit in my project management by writing memos and relying less on memory of the spoken word. This has helped me a lot at work and in the Tortoise trading businessAdd professional management to client records and billing administration |
| I learn by listening, discussions, asking questions | I notice my behavior in new situations a lot more and make sure that the questions I'm asking are not just for me but also take into account the other person and the way they're likely to respond to the question | I have to work on being more patient and let other people tell their stories without me rushing to complete sentence or story to demonstrate that I understood where it think they're goingEncourage more presentations from community members to show the power of collaboration and presentational knowledge.Need to add the 4 ways of knowing to all workshops.need to add a least 1 per quarter | I noticed my tendency to stop listening in order to confirm what I thought I just heard that I do much better when I am deliberately patient about letting the other person have their full say before I begin to paraphrase. I have to learn to not be in such a hurry to understand and let them save everything they want to sayThe guest presentations have become very helpful and interesting to the community |
| Irritations: interruptions during dialogue; random noise when working | I really notice now how I respond negatively to interruptions and ambient noise | Schedule meetings in places where it's easier to focus on the task at hand. Try to be a little more tolerant of sidebar conversations with others so that my own need for focusing doesn't distract from other people's expectations | This is hard for me because I find sidebar conversations very distracting: I have become much more aware of my own tendency to do this when I'm discounting what the other person is saying in a group. I much more careful about not being a distraction in group settingsMarginal results here; have to find a way to remember this better.Found that by writing down the things I have an urge to say, and limiting myself to a set number of insights in formal meetings has been helpful. Having the nites of stifled insights has been the basis for good follow-up |
| Instinctive strengths: listening remembering, tone of voice, understanding the meaning of spoken and written words | It is amazing to me how easy it is to have varied interpretations from what senior leaders say in a meeting. Because I play such an emphasis on background in town it's not unusual for my spin on what was said to be considerably different than that of others and so I have to make an effort to get precision from the senior leader before the meeting is over or as soon as possible thereafter | Before undertaking a major project I now take pains to ensure that I understand meaning and intent and purpose of directives coming from senior leadership and not just the words they say. | I have been able to incorporate the use of decision memorandum coming from senior leadership in order to reduce the variation in our understanding of what he said and what he meant so that we don't go off on the wrong trackHaving a formal agreement on terms of reference and desired outcomes has been wonderfully helpful in the last 18 months |
| Secondary mode: visual: helps me sort, integrate and lock in learning | I continue to use whiteboards and sketches whenever possible to illustrate points because I know how visual other people | I need to find ways of converting more of my sketches into useful diagrams that can be shared through the web. I need to look for a digital drawing device that's portable | Combining auditory and visual means of communication has been a very effective addition to my teaching and trading practiceFlashcards have been surprisingly popular and effective |
| Work & learning difficulties: not enough visual material; absence of visual reports; clutter | I'm much more aware now of how the construction of slides can hinder or help presentation of new material | Have made a deliberate study of the art of visual design and information presentation with Edward Tufte, Garr Reynolds and others | Have become sought out as a slight designer for presentations in my department and in the college |
| Instinctive strengths: proofreading | Close attention to detail on the written word is an important part of my professional career in the military and trading. This dates back to proficiency in algebra and symbolic logic and has been extended into my use of spreadsheets and program | Have made in effort to develop my proof reading and editing skills in the college and through CTU | Have been recognized three years in a row is the best reviewer in the area of management education at the Academy of management. Have turned my peer review process into a rubric that my peers can use in the college. Working on ways to incorporate my analytical framework into the trading practiceHave been upgrading the quality of the written products |
| Creative sensory mode: Kinesthetic | I get some of my best ideas point soccer of walking the dogs and drumming and just sweating in the sun | I noticed that whenever I'm on the verge of a breakthrough thinking that I have to get up and walk around in order to release the creative energy to run amok in my head | schedule time for daily walk it lunchtime and in the evening with the dogs. Keep coaching the girls soccer; use a sauna every nightHas been very healthful and helpful |
| Avoid physical contact and competitive sports; | This is an anomaly since I'm a wrestler , a judo player and the soccer player and grew up playing hockey. I am extremely | An anomaly | An anomalyHave done more, not less |
| High pain threshold | Very high pain threshold |  |  |
| **Global characteristics** |
| High auditory can experience frustration at not being listened to | I notice an ego problem when it seems like I'm being ignored | Must continue to work on being self-aware and notice ego moments; Get to the zero state when I notice these ego feelings intruding into my consciousness and incorporate | I have become a much better coworker and peer and a friendlier person in general when I let go of the ego trapMindfulness matters a lot |
| Aware Global and Sequential thinkers can combine strengths | I notice how I can be an effective member of the team and improve overall performance by letting other people do their thing | Actively recruit sequential thinkers to fill in my blind spots or areas of on interestEncourage partnering in the chatroom and trading network | Have improved work in the college and in my trading practice to the extent I have become a better team player. Have seen the trading improvement of partners/teams in the chatroom and in live trading when leveraging each other’s strengths |
| Team diversity = potential | Notice how many different roles there are on collaborative work teams and figure out ways to achieve diverse membership | Keep looking for partners that cause me to stretch or cover my blind spots | By working with others in their preferred modes of able to get outside of my own head and address their needs as an educator more effectively |
| Align educational resources and methods with your preferences | Started deliberate practice of using auditory and visual learning aids to take advantage of chunks of time when I otherwise can't be learning | Books and lessons on tape and DVD; use of streaming media through YouTube and educational channels onlineDevelop Zenler lessons for core, swing, day as a way to improve my customer value | My own trading practices improved to the extent that I become a producer of trading lessons because it forces me to be explicit about what I'm doingImproved workshop prep for Frog/RLCO with a resource webpage |
| Use creative modes for breakthroughs and insights | I notice the creative moods coming on and keep raw materials around me to help me express my creativity | Continue to stay physical and visual in order to stimulate my creative processes; keep uploading my brain with as much audiovisual material as I can and trust that I'm going to process those of the level and get the creativity when I need | Do a better job of ensuring I get quality sleep and meditation time through the use of long walks and a sauna in addition to getting the most comfortable that I |
| To strengthen Global thinking:Work with visionariesGet inspiredBrainstormInnovatorsLook for best practices in strategyConsider being a coach or teacherLook for students who want to exercise creativity, imagination innovation | I notice how often I'm surprised by the brilliant insights of others and wonder why I never thought of that myself | Push my boundaries to work with creative others that are outside the auditory domain; establish research weekends and use this instrument to help create a diverse learning environment that stimulates all membersFind a way to do 2 a year | Research workshops have been excellent way to expand our horizons through shared collaborative work. Tortoise community online has also been a rich source of ideas and collaborationResearch weekends are a winner; |
| Working & learning environmentsManage sound & interruptionsReduce clutterMake work area attractiveEarplugs and white noiseTape record idea sessionsWork with strong auditory partner for sounding boardWhiteboardKeep project lists and management boards visible | I noticed that I have to have quiet when writing and now I have no hesitation about closing my office door in order to get my deep thinking and writing done. | Make sure I have whiteboards everywhere in digital cameras and audio recorders and microphones to take advantage of moments of inspiration and then have a structured way of outputting data to a wider community of interestImprove website infrastructure for routine delivery of content | Upgrade my blog and then effective ways of expanding my horizons and my communication network and I continue to emphasize that as a way to stay connectedNew wordpress website is a huge improvement. |
| Structure work environment s based on task typeSequential: quiet, cool, formal, bright lightGlobal: informal, softlight, classical music, warmer | I noticed that I get different kinds of work done in the quiet area in my basement and in the open and airy right sunroom upstairs | I get very good deep writing done down in my cave and I do much better at producing material in the sunroom when I'm surrounded by the rest of the world because I'm reminded of who my audiences | I have a couple different structured work areas within the house that support different kinds of work |
| Improving personal communicationSeek clarification in verbal communicationGet records and memos and graphs for visual commo | I notice how easily now that I am misunderstood when I am quick to describe my thoughts | I try to remember to ask others what they think and what they heard and followed up with meeting memos to clarify that were on the same sheet of musicImprove the sound room in the basement | I become much more effective at work and in trading by allowing other people to learn in their styles and ask questions and then continue to refine |
| Accelerate learningBest time of day: early morning, late at nightMultiple time frames for best learning and retention: 10 min, 1 day, 1 week, 1 monthBest state of mind: calm and relaxed | I do my best work late at night or very very early in the morning | program time at the peak hours of creativity in order to get the work done and put it on the calendar put the soccer and hockey feed downstairs after reorganizing th workspace | When I began scheduling my time on the calendar I noticed my performance improved dramatically and did a much better job of meeting milestones and relaxed |
| Audio mode learning: tapes, CDs; discussions; Q&AClarify key words and conceptsWhat “sounds” important? | I've noticed how effective learning DVDs and audio courses are for me and how important the use of the microphone and dictating my thoughts can be | I now have studio quality mics and multiple rooms in my house and the office so that I can dictate ideas and cognitive maps when the mood hits | A performance and output is probably tripled and quality dramatically improved by going to speech to text software and through the use of multimedia. My best writing is when I am telling the story never cursed many times with the use of visual aids rather than mapping out a logical structure from the beginning. It has to start with a good story and then the story logic will unfold in the proper way |
| Visual learning mode:Visual notes with mindmappingEdit and exchange notesWhat’s the picture? | I've always been a mind mapper and now I've undertaken a study of various techniques | Continue to push my knowledge in the area of collaborative visual work by attending webinars seminars and reading books on the subjectAdd a sketching pad to the laptop production in a dedicated work area | I added a lot to the college curriculum through the use of hands-on and visual practical exercises that come directly from an emphasis on the visual learning mode. This is a big change for me because I typically learn by listening and imagining them don't necessarily need to follow through with a practical exercise. I have become a better teacher by allowing other people to learn in their own ways |
| Avoid formal classroom environmentsKeep progress chartsSystems thinking approach | I've been a systems thinker my whole life it seems and got a lot of mileage out of my systems thinking degree in the early 90s. It is certainly well throughout my Army and trading career | Continue to develop my expertise in both the theoretical and practical applications of systems thinking. Look for ways to extend the classroom beyond the walls of the room and out into the world through the web. Explorer the one-page project management technique in the Toyota Way project management | Incorporated lessons learned from my own management practice into the classroom and the trading domain by standardizing and simplifying my processes.Process behavior chart study paying off in defining pseudo-code for RLCO and Frog trade management |
| Accessing creativity1. Describe desired outcomes: hear, see, feel
2. Consistent pictures/movies/imagery with rich detail
3. Engage while in kinesthetic mode
4. Write or talk about insights
 | Learn to focus on the objective and work back to our starting state. | Emphasize the creation of rich details for the desired end state in order to create a compelling environment that y-axis of magnitude draws forward whether that's in the military were in trading | Emphasis on final states were neck states is been an important part of my success in business and the Army. Do a better job of the sharing my insights and emerging thoughts in formal and semi -formal ways by writing journal articles and publishing blogs and extended e-mails and threaded discussions.Seeing the visual component as the bridge between routine execution (auditory) and the creative (kinesthetic) has brought a new sense of integration and peaceful calm to my development process. This has been a major insight with more profound insights coming (I can feel the kinesthetic shivers) |