

ODEE STYLE INVENTORY™

Your answers on this inventory will help you understand how you learn, organize, remember and speak about your experiences of the world. There are no “*right*” or “*wrong*” answers. Read each question carefully and indicate your answer based on the instructions given in each section. Do not spend too much time thinking about any one question.

1. Consider what each word or phrase means. Choose the one in each group that appeals most to you. Select only one word per group.

- | | | | |
|-------------------------------------|---|---|--------------------------------------|
| a.) <input type="checkbox"/> melody | b.) <input type="checkbox"/> make contact | c.) <input type="checkbox"/> conversation | d.) <input type="checkbox"/> look |
| <input type="checkbox"/> passion | <input type="checkbox"/> visualize | <input type="checkbox"/> logic | <input type="checkbox"/> grasp |
| <input type="checkbox"/> process | <input type="checkbox"/> sequence | <input type="checkbox"/> gut feelings | <input type="checkbox"/> analyze |
| <input type="checkbox"/> appearance | <input type="checkbox"/> tune in | <input type="checkbox"/> the big picture | <input type="checkbox"/> sounds like |

2. Mark *T* or *F* based on whether the following statements apply to you most of the time.

- I *often* depend on my gut feelings and intuition when making decisions.
- I pay attention to the tone and sound of people’s voices.
- When assembling an object such as a toy or a piece of furniture, I prefer to work from the diagram rather than read the instructions.
- I can follow directions best if I can hear them read or told to me.
- I learn best by doing.
- When making decisions I am guided by more by logic and facts than by the way an idea sounds.
- When recalling a phone number, I often picture it in my mind before I write it.
- Facts and figures appeal to me more than feelings and sounds.

3. Circle the letter beside the phrase you are most likely to use.

- I see what you mean.
- Do you hear what I’m saying?
- It just doesn’t feel right.
- That makes perfect sense.

4. I follow instructions for putting together a toy or a piece of furniture best if (circle one)

- someone can read the instructions to me as I work
- the instructions are presented in a picture or diagram
- I can lay out the pieces and get a feel for how they connect
- the instructions follow a logical sequence and flow

5. Which of the following statements describes most how you like to learn about a new technique? (circle one)

- I like to know how and why it works.
- Let me listen to you explain it.
- Show me a diagram, picture or model.
- Walk me through it or demonstrate it for me.

6. Which statement best describes you? (circle one)

- If you want me to remember something, you better write it down, send me an email or give me a note!
- I enjoy facts and figures and making sense of them.
- I have to get a good feeling about an idea before I can accept it..
- I would rather listen to a speaker first and take notes later, if I need to.

ODEE STYLE INVENTORY™ SCORE SHEET

Your answers to this test will help you understand how you learn, organize, remember and speak about your experiences of the world. Remember, there are no “right” or “wrong” answers or styles. To compute your score results record one point in the corresponding boxes below for every item as indicated. For example, if you chose “melody” for item 1a, give yourself 1 point in the box labeled “Dolphin Auditory A.”

1. In the box below give yourself one point for each answer that corresponds to the item you circled.

- | | | | |
|--------------|--------------------|--------------------|---------------|
| a.) A-melody | b.) K-make contact | c.) A-conversation | d.) V-look |
| K-passion | V-visualize | AD-logic | K-grasp |
| AD-process | AD-sequence | K-gut feelings | AD-analyze |
| V-appearance | A-tune in | V-the big picture | A-sounds like |

2. Record a point in the appropriate box below *only* if you answered “T” to that item. For example, if you chose marked “T” for item 2a, give yourself 1 point in the box labeled “Elephant Kinesthetic E.”

- | | |
|-----------------|------------------|
| a. <u> K </u> | e. <u> K </u> |
| b. <u> A </u> | f. <u> AD </u> |
| c. <u> V </u> | g. <u> V </u> |
| d. <u> A </u> | h. <u> AD </u> |

3. Record one point in the appropriate box for each answer that corresponds to the item you circled.

- | | | | |
|------------------|--------------------|---------------------|--------------------|
| a. <u> V </u> | 4. a. <u> A </u> | 5. a. <u> AD </u> | 6. a. <u> V </u> |
| b. <u> A </u> | b. <u> V </u> | b. <u> A </u> | b. <u> AD </u> |
| c. <u> K </u> | c. <u> K </u> | c. <u> V </u> | c. <u> K </u> |
| d. <u> AD </u> | d. <u> AD </u> | d. <u> K </u> | d. <u> A </u> |

Total the points in each box. The highest score is your primary ODEE Style. The second highest score is your secondary ODEE Style.

	OWL Auditory Digital (AD)	DOLPHIN Auditory (A)	ELEPHANT Kinesthetic (K)	EAGLE Visual (V)	ODEE STYLE
Score					(Highest Score)
Totals	_____ x 10 =	_____ x 10 =	_____ x 10 =	_____ x 10 =	

(Note: The **ODEE Style™ Inventory** was developed by C. LaFaye Hargrove, PhD and Cherry Collier, PhD based on the principles of Neurolinguistic Programming.)

ODEE STYLE INVENTORY™ REPORT

Your **ODEE Style™** describes ways in which you learn, organize, remember and speak about your experiences of the world. Every moment of every day, we are bombarded with massive amounts of information. It is physically impossible to register everything we see, hear, feel and think simultaneously. We rely on our five senses. Our minds use systems to filter out, store and recall the information in such a way that it takes note of what it thinks is important and deletes the rest. We use filtering systems like ODEE Styles to do this.

The **ODEE Styles™** represent four basic approaches to how we use our brains and senses to process information. We all are different, however, most people tend to lean primarily on one filtering system to bring meaning to the world. Some people may bring meaning to their world through a primary emphasis on information, how they are thinking, facts and logic (Owls-auditory digital), Other people take more notice of what they hear (Dolphins-auditory). Some people focus on what they see (Eagles-visual) and some people on what they feel and do (Elephants-kinesthetic). Your **ODEE Style™** reflects your natural strength.

As you explore your **ODEE Style™**, please remember that you probably don't use one style exclusively. The inventory measures the style you prefer to use **most** of the time. You may also have traits from other styles or use others styles depending upon the situation. It is not unusual to demonstrate different styles on different occasions. Demonstrating a preference for one style does not mean that you are not able to competently use another style. For example, a kinesthetic person who relies to a great extent on intuition and gut feelings may still use logic and facts when making decisions.

Your primary **ODEE Style™** is:

OWL--- Owls seek order and want to make sense of their world. Attention to detail and wanting to know exactly why things are the way they are is one common characteristic of Owls. They like information. They memorize by steps, procedures and sequences. They look for rational explanations, think logically and seek logical answers, facts and data. When making decisions, Owls are more likely to accept an idea or proposal when something has been measured, categorized, analyzed, or quantified in some way. Questions they frequently ask are: "*Does it make sense?*" "*How does this fit with that?*" Owls may spend a fair amount of time talking to themselves.

DOLPHIN--- Dolphins relate most effectively to sounds and the spoken word. They understand new ideas and concepts best when they hear the information. They are easily distracted by noise. Dolphins have a remarkable ability to repeat back what you tell them, word for word. They learn best when they can concentrate on the speaker and tone of voice. They will tend to listen to a speaker and then take notes afterwards. Often information written down will have little meaning until it has been heard - it may help auditory learners to read written information out loud. Dolphins may be sophisticated speakers, and may specialize effectively in subjects like law or politics.

ELEPHANT--- Elephants experience the world through feelings, touch, movement and space. They learn skills by imitation and practice. They are intuitive. Before accepting an idea, an elephant must *get a feel* for what they are doing. They use body language to communicate and may touch people when they talk to them. Elephants can typically do more than one thing at a time and may get bored if required to sit for long periods of time. They would rather play sports or do a craft than sit down and read a book. They tend to be physically active and enjoy the outdoors.

EAGLE---Eagles rely primarily on their sense of sight to take in information, understand it, and remember it. If they don't "see" it, they're not able to fully comprehend it. Eagles relate most effectively to written information, notes, diagrams and pictures. They memorize by seeing pictures. Typically Eagles will be unhappy with a presentation where they are unable to take detailed notes. To an extent, information does not exist for an Eagle unless they can see it written down or in a diagram. Eagles are very good at working with colors and pictures, and using the "mind's eye". They are usually neat and organized and good note-takers.

Your secondary style is OWL DOLPHIN ELEPHANT EAGLE



ODEE STYLES™
OWL-Auditory Digital

Owls seek order and want to make sense of their world. Attention to detail and wanting to know exactly why things are the way they are is one common characteristic of Owls. They like information. They memorize by steps, procedures and sequences.

Example Key Phrases

Let's consider the possibilities
Think about this
I know what you are saying
Decide on the right direction
Let me process what you are saying
That makes sense
It's my perception that you
My experience with that has been
Can you understand the implications?
I get it



ODEE STYLES™
DOLPHIN-Auditory

Dolphins relate most effectively to sounds and the spoken word. They understand new ideas and concepts best when they hear the information. They are easily distracted by noise. Dolphins have a remarkable ability to repeat back what you tell them, word for word. They learn best when they can concentrate on the speaker and tone of voice.

Example Key Phrases

I hear what you are saying
That rings a bell
I'm all ears
Let me tune in
I hear you loud and clear
To tell you the truth
Let me voice my opinion
I can't hear myself think
Listen to what I'm saying
It's clear as a bell



ODEE STYLES™
ELEPHANT—Kinesthetic

Elephants experience the world through feelings, touch, movement and space. They learn skills by imitation and practice. They are intuitive. Before accepting an idea, an elephant must *get a feel* for what they are doing. They use body language to communicate and may touch people when they talk to them.

Example Key Phrases

Get a handle on
My gut tells me
Start from scratch
Slipped my mind
Get in touch with
I get the feeling
Hang in there
Connect with
Grasp an idea
Tap into



ODEE STYLES™
EAGLE—Visual

Eagles rely primarily on their sense of sight to take in information, understand it, and remember it. They memorize by seeing pictures. If they don't "see" it, they're not able to fully comprehend it. Eagles relate most effectively to written information, notes, diagrams and pictures. Eagles are very good at working with colors and pictures, and using the "mind's eye".

Example Key Phrases

See what I'm saying
It appears to me
Take a peek at
It looks like
Let's be up front
In light of
Clear cut
Hazy idea
Get a glimpse of
Get the big picture

PREDICATES

VISUAL (Eagle)

Memorize by seeing pictures and are less distracted by noise. Often have trouble remembering and are bored by long verbal instructions because their mind may wander. They are interested by how the program looks.

see
look
view
appear
show
dawn
reveal
envision
illuminate
imagine
clear
foggy
focused
hazy
crystal
picture

AUDITORY (Dolphin)

Typically are easily distracted by noise. They can repeat things back to you easily & learn by listening. They like music and like to talk on the phone. Tone of voice and the words used can be important.

hear
listen
sound(s)
make music
harmonize
tune in/out
be all ears
rings a bell
silence
be heard
resonate
deaf
mellifluous
dissonance
question
unhearing

KINESTHETIC (Elephant)

Often they talk slowly and breathy. They respond to physical rewards & touching. They memorize by doing or walking through something. They will be interested in a program that feels right or gives them a gut feeling.

feel
touch
grasp
get hold of
slip through
catch on
tap into
make contact
throw out
turn around
hard
unfeeling
concrete
scrape
get a handle
solid

AUDITORY DIGITAL (Owl)

They spend a fair amount of time talking to themselves. They memorize by steps, procedures, sequences. They will want to know the program makes sense. They can also sometimes exhibit characteristics of other rep systems.

sense
experience
understand
think
learn
process
decide
motivate
consider
change
perceive
insensitive
distinct
conceive
know

STANDARD CLOSING PHRASES REWORKED FOR STYLE

If I could **SHOW** you an **ATTRACTIVE** way in which you could improve your team's performance, you would at least want to **LOOK** at it, wouldn't you?

If this **LOOKS GOOD** to you we will go ahead and **FOCUS** on getting the paperwork in.

If I could **TELL** you a way in which you could improve your team's performance, you would at least want to **HEAR** about it, wouldn't you?

If this **SOUNDS GOOD** to you we will go ahead and **DISCUSS** how to set up an account.

If I could help you **GET HOLD** of a **CONCRETE** way in which you could improve your team's performance, you would at least want to **GET A FEEL FOR IT**, wouldn't you?

If this **FEELS GOOD** to you we will go ahead & set up an account by **HANDLING** the paperwork.

If I could help **CHANGE** your **PROCESS** so you would **EXPERIENCE** improved team performance, you would at least want to **CONSIDER IT**, wouldn't you?

If this **MAKES SENSE** to you we will go ahead and get the paperwork **PROCESSED**.