# Cognitive Style Indicator (CoSI)\*

Eva Cools

Herman Van den Broeck

**Year of birth:** 19…

**Gender:** M F

Please indicate to what extent the following statements typify you. There are 5 possibilities.

1 = typifies me totally not

2 = typifies me rather not

3 = neutral

4 = typifies me rather well

5 = typifies me totally

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | I like much variety in my life. |  | 1 |  | 2 |  | 3 |  | 4 |  | 5 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| 2 | I study each problem until I have understood |  |  |  |  |  |  |  |  |  |  |
|  | the underlying logic. |  | 1 |  | 2 |  | 3 |  | 4 |  | 5 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| 3 | I prefer well-prepared meetings with a clear |  |  |  |  |  |  |  |  |  |  |
|  | agenda and strict time management. |  | 1 |  | 2 |  | 3 |  | 4 |  | 5 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| 4 | I like to contribute to innovative solutions. |  | 1 |  | 2 |  | 3 |  | 4 |  | 5 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| 5 | New ideas attract me more than existing |  |  |  |  |  |  |  |  |  |  |
|  | solutions. |  | 1 |  | 2 |  | 3 |  | 4 |  | 5 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| 6 | I make definite engagements which I  |  |  |  |  |  |  |  |  |  |  |
|  | follow-up meticulously. |  | 1 |  | 2 |  | 3 |  | 4 |  | 5 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| 7 | I try to avoid routine. |  | 1 |  | 2 |  | 3 |  | 4 |  | 5 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| 8 | I want to have a full understanding of all |  |  |  |  |  |  |  |  |  |  |
|  | problems. |  | 1 |  | 2 |  | 3 |  | 4 |  | 5 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| 9 | Developing a clear planning is very important |  |  |  |  |  |  |  |  |  |  |
|  | to me. |  | 1 |  | 2 |  | 3 |  | 4 |  | 5 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 10 | A good task is a well-prepared task. |  | 1 |  | 2 |  | 3 |  | 4 |  | 5 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| 11 | I prefer to look for creative solutions. |  | 1 |  | 2 |  | 3 |  | 4 |  | 5 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| 12 | I always want to know what should be done |  |  |  |  |  |  |  |  |  |  |
|  | when. |  | 1 |  | 2 |  | 3 |  | 4 |  | 5 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| 13 | I like to analyze problems. |  | 1 |  | 2 |  | 3 |  | 4 |  | 5 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| 14 | I like to extend the boundaries. |  | 1 |  | 2 |  | 3 |  | 4 |  | 5 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| 15 | I make detailed analyses. |  | 1 |  | 2 |  | 3 |  | 4 |  | 5 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| 16 | I prefer clear structures to do my job. |  | 1 |  | 2 |  | 3 |  | 4 |  | 5 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| 17 | I am motivated by ongoing innovation. |  | 1 |  | 2 |  | 3 |  | 4 |  | 5 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| 18 | I like detailed action plans. |  | 1 |  | 2 |  | 3 |  | 4 |  | 5 |

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# Cognitive Style Indicator (CoSI):

# scoring key

Add the scores you gave for each question in the boxes below, next to the indicated question number.

Sum up the scores to see how you score on the different cognitive styles.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| K |  |  | = | 2 |  | + | 8 |  | + | 13 |  | + | 15 |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| P |  |  | = | 3 |  | + | 6 |  | + | 9 |  | + | 10 |  | + | 12 |  | + | 16 |  | + | 18 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| C |  |  | = | 1 |  | + | 4 |  | + | 5 |  | + | 7 |  | + | 11 |  | + | 14 |  | + | 17 |  |