Pearson
Talent Solutions

BEHAVIORAL & PERSONALITY ASSESSMENTS

Thinking Styles



Build better thinking. Drive better decisions.

In today's complex workplace, how people think shapes how they perform. Thinking Styles helps you understand how individuals evaluate information, solve problems, and take action so you can develop stronger, more adaptable talent.

Grounded in behavioral science, this assessment uncovers the habits behind critical thinking and delivers clear, practical insights that support development, coaching, and better decision-making at every level.

Thinking Styles Benefits

- **Measures the habits** behind critical thinking and decision-making
- **Reveals strengths and development opportunities** across thinking behaviors
- **Delivers clear, actionable insights** for coaching and growth
- **Supports development** across roles and levels
- **Flexible, untimed format** encourages thoughtful responses
- **Applies directly to real-world challenges** like problem-solving and planning

Our Thinking Styles assessment measures the following:

1. **Analytical**
   Uses logic and structure to break down problems, organize information, and reach clear conclusions
2. **Inquisitive**
   Seeks out new information, asks questions, and explores multiple possibilities before deciding
3. **Insightful**
   Reflects deeply, connects ideas, and considers different perspectives to form well-rounded judgments
4. **Open-Minded**
   Remains fair and adaptable, welcomes new ideas, and adjusts thinking when presented with new evidence
5. **Systematic**
   Approaches challenges in a structured, strategic way and connects details into a bigger picture
6. **Timely**
   Moves decisions forward with focus and efficiency while balancing speed with sound judgment
7. **Truth Seeking**
   Challenges assumptions, looks for objective evidence, and prioritizes accuracy over personal bias



Language

English

Take the next step

Pearson helps enterprises build future-ready workforces through integrated talent assessment, talent development, and talent verification solutions. With global reach and expertise in AI and learning sciences, Pearson enables organizations to identify strengths today and develop the talent they need for what's next.

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