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An analytical study of the thinking compass model of the unit officials and the scouting stages

[1]Dr. Lamia Sami Elias; [2] Dr. Khansaa Sabri Mohammed Ali

Abstract

The thinking compass scale is one of the best and most flexible diagnostic tools with which it is possible to identify a person's way of thinking, and thus his behavior. This model is used to help individuals and institutions increase productivity, motivate workers, and accurately identify work specifications, employees, creativity and creative thinking. Hence the problem of this research came as the two researchers sought to use the thinking compass to know the way people think about the people's officials and the scouting stages in the directorates of sports activity in order to put the hand around the pitfalls in their way of performance by changing the pattern of the brain and thus we can develop appropriate solutions for a successful performance and raise their level Practical. As Hermann's theory mentioned that there are different languages for the brain in the way a person thinks according to the type of the brain, Hermann indicated that the brain pattern of each person can change if he has an urgent need for it, and the officials can learn according to the brain pattern that dominates each one of them, and the patterns Respond according to their thinking direction. As for the research goals, they were: Applying a scale that compasses thinking on officials of the people and the scouting stages, Analyzing the work of the people's officials and the scouting stages through the thinking compass scale and knowing the difference between males and females in the management method .It is postulated that there are no statistically significant differences in the thinking compass scale for officials of the people and the scouting stages.

Keywords: *thinking, compass, model, officials, scouting stages*

Introduction

The thinking compass scale is one of the best and most flexible diagnostic tools with which it is possible to identify a person's way of thinking, and therefore his behavior. This model is used to help individuals and institutions increase productivity, motivate workers, and accurately identify work specifications, employee preparations, creativity and creative thinking. **(Muhammad, 1999)** Learning and reception methods have focused on the fact that individuals receive information and process it in different ways, and the diversity in these methods is due to the fact that there is no single method that achieves the best results for all individuals, as a particular method may be suitable for one individual while not suitable for another individual . In early 1980's Hermann proposed a model to explain how the brain functions physiologically: how to think, create, solve problems, communicate, etc... **(Raad, 2017)** Hermann presented another concept for understanding brain functions as a symbolic model that represents these four sections of the human brain, making Thus, a

[1]Ministry of Education, Sport and school activity / Second Rusafa,, /Lamiasami2004@yahoo.com,
[2]Ministry of Education, Sport and school activity, Khansaa.sapry@yahoo.com

shift by which he developed the results of medical research to the quadruple symbolic model of the brain consisting of: four interconnected regions. Each region is concerned with a specific way of making the mind work. **(Adams, 1964)**

Literature review

The four methods work together to form the "total brain"". One or more regions is dominant or dominant. These four quadrants are the thinking regions of the brain, (the areas contained that are involved in thinking). And every quarter has very distinct sets of cognitive functions. Hermann's model illustrates the four sections of cerebral control patterns represented in the patterns of learning and thinking, where each section represents a pattern of thinking and learning patterns different from the other, but equal to them in importance, through the combination of the two types of brain dominance (left and right) and the characteristics of the terminal system, including all Half of the left and right hemispheres have two different styles of thinking and learning, and the right hemisphere includes two patterns (C, D); **(Wajih , 2001)** And the left half includes (A, B). Our preferred way of thinking leads to us using one part of the brain more than the other parts, and this leads to the development of that part in terms of mental activity, so the overall brain technology gives us the basis for measuring the preferred thinking style (cognitive preferences) by measuring the degree of control resulting from the four parts For the brain. We know the mental habits of individuals in order to try to understand the interviewer to increase communication and effective communication between them and overcoming obstacles during dialogue and continuous interaction because knowing the characteristic of the interviewer **(Al-Ajili, 1990)** and its insides may give an excuse and a justification for persuasion. These programs are related to the theory of the left and right lobes of the brain and how each lobe controls each of the four patterns that these programs refer to. The left lobe concerned with logic, numbers, shapes and calculations includes the objective and executive types, while the right lobe responsible for imagination, music, colors and imagination controls the emotional and creative patterns.. **(Abdullah; 1999)** Hence the importance of this research, as through our knowledge of the thinking compass scale, we will be able to measure the level of performance and progress of individuals through their thinking patterns, and we can know where the defect lies and try to do it through the annual results of each individual. Most of the causes of failure and success are due to the leadership system and its management method in relation to the department's strategies and environmental factors, and contemporary challenges represented in the advanced characteristics of services, (**Muhammad, 1999**) the acceleration of the development of technological factors and the successive changes in macroeconomic systems required that contemporary organizations deal with them with a strategy that reflects their ability to efficiently employ their resources and deal with On being flexible with the environment of high complexity, and facing difficulties and solving production problems forced her to search for a new leadership role. The totality of mental forms and processes that the human mind performs, and which enable it to Modeling **(Ahmed, 1988)** The world in which he lives, and thus enables him to deal with him more effectively to achieve his goals, plans, desires and goals, in other words thinking is (conducting a mental process in the present information in order to reach the desired) and in other words, more precisely, it is (the movement of the mind between the known and the unknown, It can be said that it is the total and detailed perception of a reality in terms of its formation factors, methods of improving it and treating its pests. **(Sheikh, 1964)** As the thinking process also includes dealing with information, as in the case of our formulating terms, and contributing to the problem-solving process, Conclusion And decision-making, thinking is the highest cognitive functions that fall under

analysis and analysis of processes that contribute to thinking within a framework Perceptual Psychology. The qualities and style of each thought pattern may increase in personality and continue to apply it in an extreme manner until it becomes hybrid behaviors and discarded attributes to make its owner a personality difficult and even impossible to coexist with, and it may be present, but it appears automatically. Its details can be dealt with as is common in societies... **(Muhammad, 2000)** And the normal personality that is closest to integration and which researchers searching for development and self-development are looking for is the one that bears all these patterns in close proportions that do not overwhelm each other until they become an extreme feature in it and that is what we seek in development and reform.. **(Roger, 1997)** Hence the problem of this research came as the two researchers sought to use this thinking compass to know the way of thinking of people's officials and the scouting stages in the directorates of sports activity in order to put the hand around the pitfalls in their way of performance by changing the pattern of the brain and thus we can develop appropriate solutions for a successful performance And upgrade their practicality. As Hermann's theory mentioned that there are different languages for the brain in the way a person thinks according to the pattern of the brain, Hermann indicated that the brain pattern of each person can be changed if he has an urgent need for it, and officials can learn according to the brain pattern that dominates each one of them, and the patterns are Respond according to their thinking direction. **(Fatima, 2018)**

The research aims to apply the thinking compass scale on the officials of the people and the scouting stages, and to analyze the work of the people's officials and the scouting stages through the thinking compass scale and to know the difference between males and females in the way of management. Hypotheses are that a no significant differences statistically in the scale of compass thinking when Crown people and scout stages. And for a no significant differences statistically in the application of a measure compass thinking gender. As for the theory of thinking compass or the Hermann scale of thinking, symbolized by HBDI It literally means Herman's brain control tool. **(Amer, 1999)**

Methodology

Research methodology: Choosing the appropriate approach to solve the research problem is one of the main important matters that the researcher must take into account. The problem is that which shows the approach. Therefore, the two researchers relied on the descriptive approach in the survey method to suit the objectives of the research, as it seeks to collect data from individuals and society to try to determine the current situation for a community in a specific variable or search variables.

Research community and its sample: The sample is the model on which the researcher performs the entirety of his work, or it is the part that represents the original community. Two researchers chose the research sample from the scouting divisional officials and the scouting stages from the General Directorate of Baghdad Education's six in the Sports and School Activity Department (Al-Karkh 3,2,1 - Rusafa 1,2,3) to apply the thinking compass scale to them, as the sample included (6 of the people's officials) and by an official one for each of his people , and because there is an official stage one in all his people , and since the scout stages are six stages of permission has been selected 36 from officials of stages and by 6 members of all his people (3 males and 3 females) each districts of Baghdad, six as representing 100 % of the community search .

Table (1) Shows details of the research sample

Directorates	People officials		Stage officials	Males	Females
	Male	female			

Karkh / 1	1		6		3
Karkh / 2	1				3
Karkh / 3	1				3
Rasfa / 1	1				3
Rusafa / 2		1	1	1	3
Rusafa / 3	1				3
total summation	6		6	6	6

Tools Search: The tools search "means or the way you can a researcher from which to solve a problem no matter how those tools data and devices"

Research procedures and field: in order to carry out actions the researcher Tan access to previous studies similar to the subject of research that lead to the achievement of the desired results of the research have been used researcher Tan form questionnaire tool to collect data and information on the subject of research as it is a set of questions and inquiries varied and related to each other the other in It achieves the goal that the researcher seeks in light of his topic and the problem that he has chosen for his research . Herman's Compass Thinking Scale was used literally as Herman's brain control tool. (The creator of this theory is Herman, an American physicist, artist (painter), and musician, born in 1922, and he created this theory in 1978), which is a measure consisting of 56 paragraphs with a binary key.

Validity of the questionnaire: A valid test is "a test that measures with sufficient accuracy the phenomenon it was designed to measure, and does not measure anything else in place of it or in addition to it." Therefore, the two researchers proceeded to verify the validity of the questionnaire through the validity of the content.

Content Validity: It means "the extent to which the test items represent the content to be measured." The validity of the questionnaire form was verified through the procedures that were followed in its construction and design, as the questionnaire was presented to a committee of experts * in the field of scouting curricula, education, teaching methods and tests from university professors for the purpose of judging the validity of each paragraph of the questionnaire in terms of its belonging to the field that Under it fall and its representation of this field and the appropriateness of its formulation .

Stability of the scale: for the purpose of finding stability of the scale factor, the adoption of the test method and re - application of the test, as it "is a constant tool if given the same results in the measurement of the phenomenon of consecutive times" (as the application of the scale on the author of (sample 6) Mswola of people , officials and (36) Msoala stages on 7 / 1 /2020 and re - apply the same standard on the same sample on 17 / 1 /2020 after the passage of 10 days, recalling Adams (ADAMS Noting that "the time period between the first application of the tool and the second application should not exceed two or three weeks." By using Pearson's simple correlation coefficient between the first and second tests, it was found that the stability coefficient is equal to (0.90), which is a good stability coefficient for physical education research. In the General Balance to Evaluate the Significance of Correlation, which uses measures as tools for research, and with this procedure, a scale for measuring thinking patterns has become ready for application to the members of the research sample.

Exploratory experiment: conducted researcher Tan reconnaissance experiment on (Monday) a brief summary (6/1/2020) on (2) of officials and who were keeping them with a sample experience as "The best way to explore the suitability of research tool designed is tested before it is implemented That is, conducting an experiment (exploratory) to verify its problems. "The aim of conducting the exploratory experiment is to

verify the clarity and accuracy of the scale paragraphs, and to understand the research sample of the scale and to identify errors in advance before conducting the basic experiment, in addition to uncovering the unclear paragraphs in terms of language and content and knowing the time it takes to answer the scale.

The scale: has the researchers apply a measure compass thinking on the research sample, which amounted to (42) of the people, officials and stages scout for Terpaat Baghdad six (Karkh - Rusafa) / directorates of sports activity during the period of (5 / 1 /2020) and up (20 / 1 /2020) and after data collection and audit it became clear that all the forms complete answer.

Results

1. **The results of the thinking compass scale**

The results of Table (2) for the reasoning compass scale show that the arithmetic means reached (89.19) with a standard deviation of (10.30) and the coefficient of weakness reached (1.36).

Table (2) shows the statistical description of the thinking compass scale

variable	Arithmetic mean	Mediator	standard deviation	Coefficient of torsion	The highest answer scale	The lowest
Compass thinking	89.19	86.00	10.30	1.36	114	79

***Significant if the error level is less or equal to 0.05**

The results of Table (3) for the thinking compass scale show that the value of the arithmetic mean of the thinking compass modulus reached (89.19) with a standard deviation (10.30) and the value of the calculated t reached (19.49) with an error level (0.000) which is less than the level of significance (0.05) and this indicates the presence of differences Moral and in favor of the thinking compass scale.

Table (3) shows the arithmetic mean and the deviation of a standard and a value (t) the percentage of error and the significant significance

Thinking compass scale

Variables	Arithmetic mean	standard deviation	Values) t (Calculated	mistake percentage	The moral significance
Thinking compass	89.19	10.30	19.49	0.00	D.

The results of Table (4) show the arithmetic meanings and the hypothetical mean for each of the four thinking patterns, according to the first (rational) pattern, which reached (23.42), while the hypothesis mean reached 21, while the arithmetic mean of the second (executive) type reached (22.10) with a hypothetical mean of 21. The third (emotional) type reached the arithmetic mean (19.25) and the mean of the hypothesis 21, while the arithmetic mean of the fourth type (creative) reached (25.30) with a hypothetical mean of 21.

Table (4) shows the arithmetic mean and the hypothetical mean for each thinking style

Patterns	Arithmetic mean	The hypothetical mean of the scale	indication
rational	23.42		D.

executive	22.10	21	D.
passionate	19.25		Not d
creative	25.30		D.

The results of Table (5) for the thinking compass scale show the arithmetic meanings, the standard deviations, and the value of t calculated to indicate the differences between the arithmetic mean and the hypothetical mean of the two research groups (females and males). The calculated t value is (2.88) with an error level (0.000), which is less than the significance level (0.05) While the arithmetic mean for males reached (97.86) and with a standard deviation (12.86), the calculated value of t was (2.88) and the level of error (0.00). This indicates the presence of significant differences between the arithmetic mean of males and the arithmetic mean of females and the hypothetical mean in favor of males.

Table (5) shows the arithmetic means, the standard deviations and the value of (t) the computed error rate and the moral significance of the thinking styles scale between males and females

Patterns	**Males**		**Females**		**Values) t (Calculated**	**mistake percentage**	**indication**
	s	P	s	P			
Thinking	97.86	12 . 86	88.15	7.74	2.88	0.00	D in favor of males

Through the results obtained by the two researchers for the study variables that Hermann's theory is a global theory applied in all countries of the world due to its necessity in improving performance from leaders to employees, and its impact on the success of workplace strategies and future directions . As confirmed most of the results discussed in the studies of Hermann to the need for the movement of leaders from the intellectual pattern to another in order to keep up with the patterns of persons trader with them (subordinates, owners of the interests of entering and leaving) because they are basic pillars to achieve lightness and because the use of permanent particular pattern would make him dominant and stronger and become more efficient completion of tasks in Patterns that are not used in thinking to solve lingering problems and make decisions in the interest of the workplace diminish .

Underlining all of Ting & Francesco)Thinking patterns are the main reason for improving cognitive performance and management in general in various businesses because of its effect on solving problems and making decisions. It is the basis of decision-making and helps leaders in understanding how to manage administrative work with thinking This role Alehio me and influential played by the patterns of thinking which went beyond the traditional dimension of the responsibilities of leadership and tasks to be achieved dimension strategically adds may Rat distinctive for the work that these capabilities be realized from the acquisition of cognitive skills and technological techniques, integration and functional coordination. He said all of Grigorenko & Sternberg, That the reason for poor job performance is the mismatch between style and job) .And health ra p career also instructed that caused Nergis For the mismatch between the president and the subordinates and their different environments,), And thus it will be reflected in the level of work as a whole Gagnon To that analytical thinking style A It is the main pattern that helps the leaders to collect information related to the problem that helps them anticipate change and anticipate a very dangerous event in addition to being aided in liberating their intellectual creations , making the relationship clear between the thinking style distinguished by its being analytical. A)And its effect on increasing the leadership's ability to anticipate future changes before they happen, in addition to liberating intellectual creations . As for critical thinking B He points to it Odierno For his active role in helping leaders to capture information and strive for

continuous learning while studying problems from multiple perspectives to help them generate quick solutions by increasing adaptation to operations, and making subordinates more a basement not to correct mistakes so that they are worthy of development and initiative This shows Ala no Ge between the pattern of thinking(B)Distinguished for being a critic and its impact on the feedback and its necessity in evaluating business results . When leaders face various matters, they will use their critical thinking effectively. Referring toSenge , That leaders in learning organizations are in need of the skills and abilities of challenging mental models to promote the prevailing patterns of thinking are more systematically than others, showing Ala not Ge between the systematic pattern of systematic thinking(B) And its effect on expecting change with the insightful vision of agile leadership. And it proved that the leaders in learning organizations need to think systematically organized to increase its ability to anticipate change and will thus be levels of production higher than the previous shows between the systematic pattern of systematic thinking (B)And its effect on the expectation of change by leaders in turbulent environments, and on the way of thinking (C)And its relationship to the dimensions of lightness as it focused on that the leaderships that encourage communications that help in the organization of work teams and the establishment of a culture based on the liberalization of thinking and innovation to launch different types of ideas , and this shows between the pattern of thinking C)) And editing thinking. Based on the above, the importance of the thought patterns stand out by giving dimension strategic leadership processes beyond the responsibilities and tasks that Ta has, since organizations exercised through the patterns of leadership role fundamental in the context of achieving the behavior of agile performance and distinctive which facilitated the p of the process of change towards the future , And that the self- preparation of leaders will increase their exploration capacity for complex environments. This requires that the organization develop a strategy in leadership thinking about the goals that make it an effective and influential relationship at work. In addition, the results of the research indicated that the thinking patterns of males were greater than that of females, and this indicates that males have innovative and renewed ideas in the workplace and have the capabilities to direct leaders and the cadre who work at their command.

Results

1. The two researchers concluded that the (Thinking Compass) model helped to find the underlying weakness of the performance of the people's officials through their method and patterns of thinking, which led to a defect in the functional and administrative performance.
2. Through the results of the research, the two researchers concluded that there is a difference in thinking patterns among scout officials in the six school districts through the performance of their scouting work.
3. Through the results of the research, the two researchers concluded that there is a difference in thinking patterns among the officials of the scout stages in the six education directorates through the performance of their scouting work.
4. The two researchers concluded that there is a difference in thinking patterns between males and females through their administrative performance and in favor of males
5. The necessity of using the thinking compass model method by the Ministry of Education to know the patterns of thinking in which the officials of the people and the stages work and to know the most effective style.

6. The necessity of constant endeavor among the leaderships in the ministry to reach the strengthening of the four patterns) ABCD and completely according to balanced ratios in the importance of each style in order to achieve successful performance.
7. The two researchers recommend the need to take advantage of the Thinking Compass model to prepare leaders proactively by changing the pattern of thinking that leads to influencing performance in order to build future leaders.

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