

# My Top 5 Tips for Leading Convergent and Divergent Thinkers

Having engineers, scientists and/or creatives in one team may be a challenge sometimes. Start here!



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# It can be both challenging and rewarding too

Managing a team with both convergent (*those who prefer to focus on details and execute tasks*) and divergent (*those who thrive on creativity and innovation*) team members can be challenging. It can also be highly rewarding when done effectively.

The key to success in managing a team with diverse thinking styles is creating an environment where all team members **feel valued and empowered** to contribute their unique perspectives and strengths toward achieving common goals.

**I give five top tips for leaders in such situations.**

# Top Tip 1

## Create understanding

Start by recognizing the unique strengths and preferences of each team member. Understand their natural inclinations toward convergent or divergent thinking. Be also clear on your own preference.

Once this is clear to you as leader, you may want to address it during a team meeting. Especially once you feel that the differences in styles are causing issues.

It is important to underline to your team, that **both convergent and divergent thinkers bring valuable perspectives to the table**. One is not better than the other!

# Top Tip 2

## Balance team composition

When forming teams or assigning tasks, aim for a balanced mix of convergent and divergent thinkers. This will help ensure a well-rounded perspective on projects and enhance problem-solving capabilities.

**Clearly define the roles and responsibilities of each team member** to avoid conflicts or misunderstandings. Divergent thinkers may excel at ideation, while convergent thinkers may thrive in execution roles.

# Top Tip 3

## Establish clear objectives

Set clear and specific goals for your team. Make sure every team member understands the **overarching purpose** of the project and how their individual contributions, whether convergent or divergent, align with those goals.

# Top Tip 4

## Adapt your style

Tailor your communication to **suit the preferences of both thinking styles.**

Provide detailed instructions and progress updates for convergent thinkers, while allowing time and space for creative brainstorming and exploration for divergent thinkers.

For instance, during brainstorming sessions, allow divergent thinkers to explore creative ideas freely before narrowing down options with the help of convergent thinkers.



# Top Tip 5

## Promote learning

Encourage all team members, regardless of their thinking style, to expand their skills and knowledge. Offer opportunities to develop skills outside their comfort zones.

Support ongoing training and development that:

- Helps convergent thinkers become more adaptable and encourage them to explore creative problem-solving.
- Helps divergent thinkers become more results-oriented and hone their execution and detail-oriented skills.

Remember, you won't take the personality out of the person and please don't even try to change them. It's all about **expanding their range and their learning abilities.**





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Leadership is a skill. And leading teams can be learned.

In essence, it is about moving your team towards achieving shared goals while fostering an environment of trust, respect, and collaboration. It requires a combination of interpersonal skills, strategic thinking, and the ability to adapt to changing circumstances.

Remember, today's pressures are enormous. You may not always get it right. You are a human being. Be gentle with yourself.