

Meet FRIS®



Nobody is born to  
become someone else.

Marek Kamiński  
Explorer of the polar regions, traveller, entrepreneur.



*FRIS® methodology was created in order to provide simple and reliable information about ourselves. It is knowledge about how we perceive, process and react to information and thus it describes the way we solve problems.*

*Thinking Style is a description of our mind's habits – it affects the way we communicate, make decisions and react on a daily basis.*

*It is worth revealing and understanding.*

Anna Samborska-Owczarek, PhD. Eng.  
FRIS® Model Author



Styles have received much less attention than they deserve, given their importance to people's functioning. Both successes and failures that have been attributed to abilities are often due to styles. We should give styles their proper due, if only because preferences can be so much easier to mold than abilities.

Robert J. Sternberg PhD.

*'Thinking Styles', Cambridge University Press (March 13, 1999)*

## Simple, Smart & Scientific

FRIS® is a new method that accurately describes a person's way of thinking and behaviour. FRIS® Style diagnosis gives an insight into one's natural predispositions, strategies for dealing with new situations, solving problems and making decisions, and indicates areas in which one can make the most of one's Thinking Style.

**By the end of January 2024, FRIS® had diagnosed over 100,000 people.**

### simple

FRIS® is simple and intuitive. It explains, in an accessible manner, how people make decisions and solve problems.

### smart

FRIS® gives you practical knowledge, which you can use quickly in many areas of your life, private and professional.

### scientific

FRIS® is based on cognitive psychology theories and models. It meets the high standards of quality psychometric tools.

# Do You Know Your Thinking Style?

In new situations, when our experience does not suggest any readily available solutions, we react, use information, and make decisions in a manner typical of us as individuals. In cognitive psychology, this is called a *cognitive style* or a *thinking style*. It is most accurately determined by observing how a person reacts when confronted with a new problem. However, this requires experience, psychological expertise, and proper conditions.

The FRIS® Model explains the key differences in ways of thinking and behaviours in a simple way. The FRIS® questionnaire accurately describes a person's Thinking Style. This comes from one of four cognitive perspectives, that describe the natural way of perception, information-processing, and decision-making. FRIS® emphasises the uniqueness of every way of thinking – **different thinking leads to different results.**

The name FRIS® is an acronym made up of the first letters of the words Facts, Relations, Ideas, Structures, which describe **the four cognitive perspectives that define the Thinking Styles.**

## FACTS perspective

A swift assessment and selection of the most essential facts in order to clarify a problem and provide a quick solution. It is based on logical 'cause and effect' thinking.

Associated Thinking Style:  
**SPRINTER**

## RELATIONS perspective

Intuitive sensing of the way that people, objects, and events are connected. Such relations are usually interpreted in a very personal and subjective manner.

Associated Thinking Style:  
**PARTNER**

## IDEAS perspective

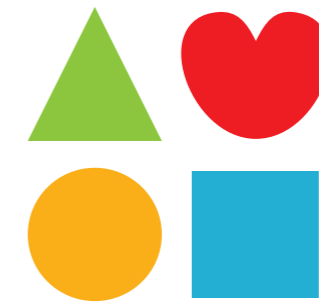
Going beyond the here and now, which is perceived as merely one of the alternatives. It is about questioning the status quo and finding new possibilities.

Associated Thinking Style:  
**VISIONARY**

## STRUCTURES perspective

Thorough analysis in order to get a complete and detailed view of a problem. It requires precision in both describing a problem and its potential solutions.

Associated Thinking Style:  
**THINKER**





'FRIS® has given me... the peace of mind that I felt upon reading the report. I finally realised that what I had previously considered to be my weaknesses (to some extent) could easily be used to my advantage. I have obtained knowledge about myself that I had sought for years. FRIS® has given me the incentive to begin the acceptance process and to improve myself and seek any necessary resources within me in the meantime. After all, the point is to become more and more like myself!'

Anna Pepiak

## FRIS® for You

The FRIS® analysis is the perfect opportunity to examine how much your natural Thinking Style affects your behaviour, way of communication, and decision-making. It will help you understand why you achieve some goals easily, whereas other undertakings pose a challenge for you. Following the questionnaire, you will receive a FRIS® Individual Report with a description of your Thinking Style, Behavioural Style, and tips which will allow you to use your own potential even better.



### Acceptance

Knowing your and other people's ways of thinking will help you understand and accept the fact that no one is good at everything.



### Relationships

Understand why it is difficult sometimes to communicate with others and get some tips for taking better care of your relationships.



### Uniqueness

Learn what is unique about you and understand the way your mind works. Your natural predispositions will finally make sense to you.



### Development

Understand areas which bring you the most satisfaction and plan your professional and personal development with more ease.



'FRIS® allows me to swiftly determine a team's strong suits and the resources required to make it more efficient. The correlation between an employee's thinking style and the tasks delegated to them increases their work satisfaction. This, in turn, translates into passion in their actions, which many employers value and seek. This phenomenon is beneficial not only to the agency and to its customers, but most importantly to the employees themselves.'

Marcin Wojciechowski  
Board Member and Creative Director at the Aveex Group  
Source: *Personnel and Management magazine*, 06/2016

## FRIS® for Teams

A team is a collection of Thinking Styles. Many organisations find it challenging to achieve good communication between team members and high efficiency of shared activities. FRIS® helps in this – it easily and quickly determines the team's potential, recommends professional activities, and provides tips on how to communicate better as a team.



### Efficiency

A Thinking Style indicates the task types where the highest work satisfaction is linked to the highest work efficiency.



### Cooperation

Knowledge of Thinking Styles allows teams to communicate better, cut delays and get on with the job faster.



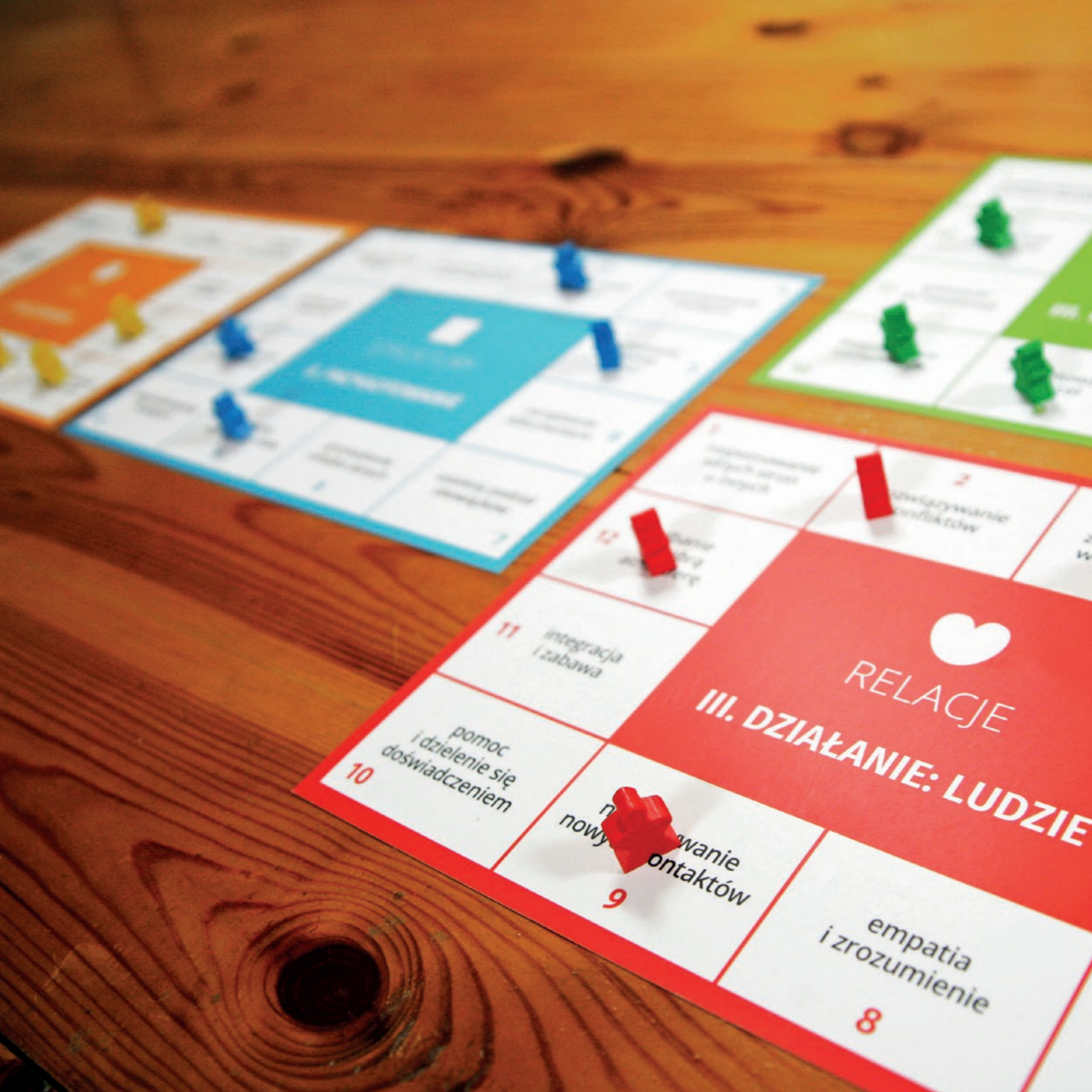
### Potential

Knowing the diversity and strengths of everyone's Thinking Styles helps to achieve team synergy.



### Alignment

The FRIS® Process helps with the assignment of suitably predisposed team members to projects and tasks at hand.



## The FRIS® Process

Know the team's potential using a unique solution. FRIS® Process is an original concept which helps build a team while taking into consideration both task efficiency and work satisfaction. Does a group move on from idea to implementation without any preparation? Or perhaps it constantly follows the beaten track? The FRIS® Process maps a team's Thinking Styles at a different stages of the team's work - it allows you to foresee many obstacles even before the team starts working together.

### 1. INTRODUCTION

**concept**  
vision, strategy

### 2. PREPARATION

**analysis**  
plan, project

### 3. ACTION

**tasks**  
priorities, goals

**people**  
cooperation,  
engagement

99%

'my Thinking Style  
has been determined  
correctly'

99%

'I like the content  
of the report'

97%

'my FRIS® Style  
description  
is accurate'



## Testimonials

FRIS® is valued for its accuracy, transparency and usefulness in potential assessment and team building. The statistics provided are based upon the responses from all 1624 reviews that we received as part of the FRIS® Report Recipient Satisfaction Survey (December 2015 and January–February 2017).



### Nikolay Kirov

Strategy and Development Director  
Kozminski Executive Business School

*Once I saw my report, I immediately knew that FRIS® was absolutely exceptional. Using it, one can manage teams with extreme efficiency. I recommend FRIS® as a perfect tool for any organisation.*



### Grzegorz Turniak

Founder of Business Network Institute (BNI) Poland  
President of the Professional Speaker Association

*The FRIS® Report has completely confirmed the sources of my success. I wholeheartedly recommend FRIS® as a tool for self-diagnosis and for personal and professional development.*





## Scientific Basis

The FRIS® methodology is based on cognitive psychology theories and models. Unlike most of the similar tools available on the market, it does not describe your personality type, instead it focuses on a practical description of your internal mental processes.

The fundamentals of the FRIS® Model were developed 10 years ago, while the present FRIS® questionnaire was created in 2014. Its psychometric reliability and accuracy were validated by statistical analyses. The FRIS® questionnaire has obtained very high reliability (0.82 – 0.88) and parallel forms correlation coefficients. Its construct, criterion, and face validity have also been confirmed, allowing it to meet the high standards of quality psychometric tools.



More on psychometric validity:

**[www.fris.pl/reliability-and-validity](http://www.fris.pl/reliability-and-validity)**

**100,000  
people**

were diagnosed with FRIS®  
by the end of January 2024



## We're Going Global

The FRIS® methodology and questionnaire are currently available only in a Polish language version. However, cognitive psychology confirms that cognitive style is a stable feature of every person, regardless of one's culture.

Our next step in FRIS® evolution is to make it available in other languages, starting with an English version. Adapting a psychometric questionnaire involves long term research, that requires gathering a large group of responders.

**Do you want to participate and discover your FRIS® Style?**

Sign up now at:

**[www.fris.pl/en](http://www.fris.pl/en)**



simple | smart | scientific

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