

to the kitchen wall, turned back to his task, took another measurement, and paused for a moment in thought. He was solving a problem involving the molding, and the measurement was important to his deliberation about structure and appearance.

In the blue-collar workplace, directions, plans, and reference books rely on illustrations, some representational and others, like blueprints, that require training to interpret. Esoteric symbols—visual jargon—depict switches and receptacles, pipe fittings, or types of welds. Workers themselves often make sketches on the job. I frequently observed them grab a pencil to sketch something on a scrap of paper or on a piece of the material they were installing.

Though many kinds of physical work don't require a high literacy level, more reading occurs in the blue-collar workplace than is generally thought, from manuals and catalogues to work orders and invoices, to lists, labels, and forms. With routine tasks, for example, reading is integral to understanding production quotas, learning how to use an instrument, or applying a product. Written notes can initiate action, as in restaurant orders or reports of machine malfunction, or they can serve as memory aids.

True, many uses of writing are abbreviated, routine, and repetitive, and they infrequently require interpretation or analysis. But analytic moments can be part of routine activities, and seemingly basic reading and writing can be cognitively rich. Because workplace language is used in the flow of other activities, we can overlook the remarkable coordination of words, numbers, and drawings required to initiate and direct action.

If we believe everyday work to be mindless, then that will affect the work we create in the future. When we devalue the full range of everyday cognition, we offer limited educational opportunities and fail to make fresh and meaningful instructional connections among disparate kinds of skill and knowledge. If we think that whole categories of people—identified by class or occupation—are not that bright, then we reinforce social separations and cripple our ability to talk across cultural divides.

Affirmation of diverse intelligence is not a retreat to a softhearted definition of the mind. To acknowledge a broader range of intellectual capacity is to take seriously the concept of cognitive variability, to appreciate in all the Rosies and Joes the thought that drives their accomplishments and defines who they are. This is a model of the mind that is worthy of a democratic society.