

Learning Styles Questionnaire

A simple learning style tool which you may use or adapt to use with your learners. Put a ring around the numbers of the statements you agree with. There are no 'right' or 'wrong' answers. Don't spend too long on the statements.

1. I enjoy doing new things.
2. I like to do a job well.
3. I think carefully before making my mind up.
4. I make decisions quickly.
5. I enjoy a challenge.
6. I like out-going, lively people.
7. I don't act straight away.
8. It takes me a while to make up my mind.
9. I like people to take things seriously.
10. I listen before I speak.
11. I don't usually hide my feelings.
12. I don't like quick people.
13. I like people who think before they act.
14. I like things to be done well.
15. I enjoy group work.
16. I can upset people.
17. I enjoy practical activities.
18. I am calm in discussions.
19. I can get cross with people.
20. I don't think about other people.
21. I have firm views about what is right and wrong.
22. I do things without thinking.
23. I speak my mind.
24. I like to work carefully.

LEARNING STYLES QUESTIONNAIRE – SCORING

Ring the numbers below if you agreed with the statements in the questionnaire. Add up the totals in each column. Which column contains the most ringed numbers? Are you a Doer, a Thinker, a Theorist or a Practical Person? This will affect your learning style.

	1	2	7	4
	5	3	9	15
	6	8	14	16
	11	10	18	17
	12	13	19	20
	22	24	21	23
Totals	Activist	Reflector	Theorist	Pragmatist

THE FOUR COMMON TYPES OF LEARNING STYLES

	LIKES	DISLIKES
Activist	<ul style="list-style-type: none"> - being involved - humour - new ideas and experiences 	<ul style="list-style-type: none"> - being talked at - rigid approaches - lengthy lectures and presentations
Reflector	<ul style="list-style-type: none"> - hard facts and figures - relevant information in advance - thinking time - visual aids 	<ul style="list-style-type: none"> - being made the centre of attention - lack of information - unstructured information
Theorist	<ul style="list-style-type: none"> - clear connections between facts - clear goals - visual aids 	<ul style="list-style-type: none"> - lack of data - unstructured information
Pragmatist	<ul style="list-style-type: none"> - a clear overview - information in pictures - thinking times - facts 	<ul style="list-style-type: none"> - objective information without relevance - theory without practice

LEARNING STYLES

Activists

Activists involve themselves fully and without bias in new experiences. They enjoy the here and now and are happy to be dominated by immediate experiences. They are open-minded, not sceptical, and this tends to make them enthusiastic about anything new. Their philosophy is: “I’ll try anything once”. They tend to act first and consider the consequences afterwards. Their days are filled with activity. They tackle problems by brainstorming. As soon as the excitement from one activity has died down they are busy looking for the next. They tend to thrive on the challenge of new experiences but are bored with implementation and longer-term consolidation. They are gregarious people constantly involving themselves with others but, in so doing, they seek to centre all activities around themselves.

Reflectors

Reflectors like to stand back to ponder experiences and observe them from many different perspectives. They collect data, both first hand and from others, and prefer to think about it thoroughly before coming to any conclusion. The thorough collection and analysis of data about experiences and events is what counts so they tend to postpone reaching definitive conclusions for as long as possible. Their philosophy is to be cautious. They are thoughtful people who like to consider all possible angles and implications before making a move. They prefer to take a back seat in meetings and discussions. They enjoy observing other people in action. They listen to others and get the drift of the discussion before making their own points. They tend to adopt a low profile and have a slightly distant, tolerant unruffled air about them. When they act it is part of a wide picture which includes the past as well as the present and others’ observations as well as their own.

Theorists

Theorists adapt and integrate observations into complex but logically sound theories. They think problems through in a vertical, step-by-step logical way. They assimilate disparate facts into coherent theories. They tend to be perfectionists who won’t rest easy until things are tidy and fit into a rational scheme. They like to analyse and synthesise. They are keen on basic assumptions, principals, theories models and systems thinking. Their philosophy prizes rationality and logic. ‘If it’s logical it’s good’. Questions they frequently ask are; “Does it make sense?” “How does it fit with that?” “What are the basic assumptions?” They tend to be detached, analytical and dedicated to rational objectivity rather than anything subjective or ambiguous. Their approach to problems is consistently logical. This is their ‘mental set’ and they rigidly reject anything that doesn’t fit with it. They prefer to maximise certainty and feel uncomfortable with subjective judgements, lateral thinking and anything flippant.

Pragmatists

Pragmatists are keen on trying out ideas, theories and techniques to see if they work in practice. They positively search out new ideas and take the first opportunity to experiment with applications. They are the sort of people who return from management courses brimming with new ideas that they want to try out in practice. They like to get on with things and act quickly and confidently on ideas that attract them. They tend to be down to earth people who like making practical decisions and solving problems. They respond to problems and opportunities “as a challenge”. Their philosophy is: ‘There is always a better way’ and ‘if it works it’s good’.