Learning Styles Questionnaire

From the 80 questions below, please tick the ones you agree with:

1. I have strong beliefs about what is right and wrong, good and bad.

2. I often ‘throw caution to the winds’.

3. I tend to solve problems using a step-by-step approach, avoiding any ‘flights of fancy’.

4. I believe that formal procedures and policies cramp people’s style.

5. I have a reputation for having a no-nonsense approach.

6. I often find that actions based on ‘gut feel’ are as sound as those based on careful thought and analysis.

7. I like to do the sort of work where I have time to ‘leave no stone unturned’.

8. I regularly question people about their basic assumptions.

9. What matters most is whether something works in practice.

10. I actively seek out new experiences.

11. When I hear about a new idea or approach I immediately start working out how to apply it in practice.

12. I am keen on self discipline such as watching my diet, taking regular exercise, sticking to a fixed routine, etc.

13. I take pride in doing a thorough job.

14. I get on best with logical, analytical people and less well with spontaneous ‘irrational’ people

15. I take care over the interpretation of data available to me and avoid jumping to conclusions.

16. I like to reach a decision carefully after weighing up many alternatives.

17. I’m attracted more to novel, unusual ideas than to practical ones.

18. I don’t like ‘loose-ends’ and prefer to fit things into a coherent pattern.

19. I accept and stick to laid down procedures and policies so long as I regard then as an efficient way of getting the job done.

20. I like to relate my actions to a general principle.

21. In discussions I like to get straight to the point.

22. I tend to have distant, rather formal relationships with people at work.

23. I thrive on the challenge of tackling something new and different.

24. I enjoy fun-loving, spontaneous people.

25. I pay meticulous attention to detail before coming to a conclusion.

26. I find it difficult to come up with wild, off-the-top-of-the-head ideas.

27. I don’t believe in wasting time by ‘beating around the bush’.

28. I am careful not to jump to conclusions too quickly.

29. I prefer to have as many sources of information as possible - the more data to mull over the better.

30. Flippant people who don’t take things seriously enough usually irritate me.

31. I listen to other people’s point of view before putting my own forward.

32. I tend to be open about how I am feeling.

33. In discussions I enjoy watching the manoeuvrings of the other participants.

34. I prefer to respond to events on a spontaneous, flexible basis rather than plan things out in advance.

35. I tend to be attracted to techniques such as network analysis, flow charts, branching programmes, contingency planning etc.

36. It worries me if I have to rush out a piece of work to meet a tight deadline.

37. I tend to judge people’s ideas on their practical merits.

38. Quiet, thoughtful people tend to make me feel uneasy.

39. I often get irritated by people who want to rush headlong into things.

40. It is more important to enjoy the present moment than to think about the past or future.

41. I think that decisions based in a thorough analysis of all the information are sounder than those based on intuition.

42. I tend to be a perfectionist.

43. In discussions I usually pitch in with lots of off-the-top-of-the-head ideas.

44. In meetings I put forward practical realistic ideas.

45. More often than not, rules are there to be broken.

46. I prefer to stand back from a situation and consider all of the perspectives.

47. I can often see inconsistencies and weaknesses in other people’s arguments.

48. On balance I talk more than I listen.

49. I can often see better, more practical ways to get things done.

50. I think written reports should be short, punchy and to the point.

51. I believe that rational, logical thinking should win the day.

52. I tend to discuss specific things with people rather than engaging in ‘small talk’.

53. I like people who have both feet firmly on the ground.

54. In discussions I get impatient with irrelevancies and ‘red herrings’.

55. If I have a report to write I tend to produce lots of drafts before settling on the final version.

56. I am keen to try things out to see if they work in practice.

57. I am keen to reach answers via a logical approach.

58. I enjoy being the one that talks a lot.

59. In discussions I often find that I am the realist, keeping people to the point and avoiding ‘cloud nine’ speculations.

60. I like to ponder many alternatives before making up my mind.

61. In discussions with people I often find I am the most dispassionate and objective.

62. In discussions I’m more likely to adopt a ‘low profile’ than to take the lead and do most of the talking.

63. I like to be able to relate current actions to a longer term bigger picture.

64. When things go wrong I am happy to shrug it off and ‘put it down to experience’.

65. I tend to reject wild, off-the-top-of-the-head ideas as being impractical.

66. It’s best to ‘look before you leap’.

67. On balance I do the listening rather than the talking.

68. I tend to be tough on people who find it difficult to adopt a logical approach.

69. Most times I believe the end justifies the means.

70. I don’t mind hurting people’s feelings so long as the job gets done.

71. I find the formality of having specific objectives and plans stifling.

72. I’m usually the ‘life and soul’ of the party.

73. I do whatever is expedient to get the job done.

74. I quickly get bored with methodical, detailed work.

75. I am keen on exploring the basic assumptions, principles and theories underpinning things and events.

76. I’m always interested to find out what other people think.

77. I like meetings to be run on methodical lines, sticking to laid down agendas, etc.

78. I steer clear of subjective or ambiguous topics.

79. I enjoy the drama and excitement of a crisis situation.

80. People often find me insensitive to their feelings.

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| --- |
| Once you’ve completed the learning style questionnaire please circle the numbers below for the statements you **agreed** with and add up the total number of circles for each column. |
| 2461017232432343840434548586471727479 | 713151625282931333639414652556062666776 | 1381214182022263042475157616368757778 | 59111921273537444950535456596569707380 |
| Total: | Total: | Total: | Total: |
| Activist | Reflector | Theorist | Pragmatist |

**Learning Styles Score Sheet:**

Now ring your scores on this chart and join up.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Activist** | **Reflector** | **Theorist** | **Pragmatist** |  |
| 2019181716151413 | 201918 | 2019181716 | 20191817 | Very strong preference |
| 1211 | 171615 | 1514 | 1615 | Strong preference |
| 10090807 | 141312 | 131211 | 141312 | Moderate preference |
| 060504 | 111009 | 100908 | 111009 | Low preference |
| 03020100 | 080706050403020100 | 0706050403020100 | 080706050403020100 | Very low preference |

**General Descriptions:**

**Activists:**

Activists involve themselves fully and without bias in new experiences. They:

1. are open-minded, not sceptical
2. are enthusiastic about anything new
3. dash in where angels fear to tread
4. brain storm to create solutions to problems
5. are busy looking for the next activity
6. thrive on the challenges of new experiences
7. are bored with the implementation and longer term consolidation
8. are gregarious people, constantly involving themselves with others
* hog the limelight
* are the life and soul of the party
* seek to centre all activities around themselves

**Reflectors:**

Reflectors like to stand back to ponder experiences and observe them from many different perspectives. They:

1. collect and thoroughly analyse
2. chew ideas over thoroughly before coming to any conclusion
3. postpone reaching definite conclusions until ready
4. are cautious to leave no stone unturned
5. are thoughtful people who like to consider all possible angles and implications
6. take a back seat in meetings and discussions
7. enjoy observing other people in action
8. listen to others
9. get the drift of the discussion before making their own points
10. adopt a low profile
11. are slightly distant
12. have an unruffled air

**General Descriptions:**

**Theorists:**

Theorists adapt and integrate observations into complex but logically sound theories. They:

1. think problems through in a logical way
2. tend to be perfectionists
3. won’t rest until things are tidy and fit into place
4. analyse
5. are keen on basic assumptions
6. are detached and analytical
7. are dedicated to rational objectivity
8. approach problems in a consistently logical manner
9. maximise certainty
10. feel uncomfortable with subjective judgements and anything flippant.

**Pragmatists:**

Pragmatists are keen on trying out ideas, theories and techniques to see if they work in practice. They:

1. search out new ideas
2. experiment with applications
3. return from courses brimming with new ideas they want to try out, and in practice like to get on with things
4. act quickly and confidently on ideas that attract them
5. don’t like beating about the bush
6. tend to be impatient with open-ended discussions
7. like making practical decisions and solving problems
8. respond to problems and opportunities ‘as a challenge’

**Different Learning Types:**

|  |  |  |
| --- | --- | --- |
| **Type** | **Strengths** | **Weaknesses** |
| **Activist** | 1. flexible and open-minded
2. happy to have a go
3. happy to be exposed to new situations
4. optimistic about anything new and unlikely to resist change
 | * tendency to take immediate, obvious action without thinking
1. often takes unnecessary risks
2. tendency to do too much alone and hog the limelight
3. rushes into action without sufficient preparation
 |
| **Reflector** | 1. careful
2. thorough and methodical
3. thoughtful
4. good at listening to others and assimilating information
5. rarely jumps to conclusions
 | * tendency to hold back from direct participation
1. slow to make up his/her mind and reach decisions
2. tendency to be too cautious and not take enough risks
3. not assertive, tends not to be too forthcoming and has little ‘small talk’
 |
| **Theorist** | 1. logical and ‘vertical’ thinkers
2. rational and objective
3. good at asking probing questions
4. disciplined approach
 | * restricted in lateral thinking
1. low tolerance for uncertainty, disorder and ambiguity
2. intolerant of anything subjective or intuitive
3. full of ‘oughts’ and ‘musts’
 |
| **Pragmatist** | 1. keen to test things out in practice
2. practical, down-to-earth, realistic
3. technique orientated
 | * tendency to reject anything without obvious application
1. tendency to seize on the first expedient solution to a problem
2. not very interested in theory or basic principles
3. impatient with waffle
4. on balance, task orientated, not people orientated
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