40 ITEM LEARNING STYLE QUESTIONNAIRE REPORT



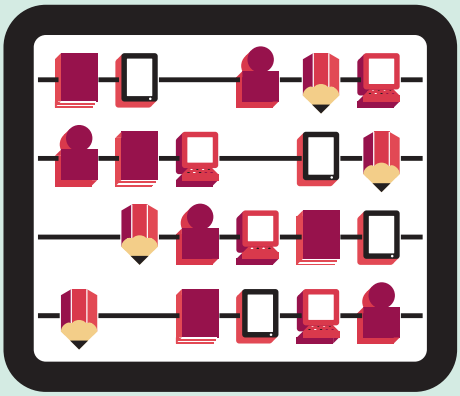
Name:

Date:

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INTRODUCTION TO LEARNING STYLES

For most people, formal learning finishes after school or university. However, informal learning, in terms of experience or skills acquired continues throughout your life - this is often not maximised, or even noticed.



How does the LSQ work?

You have responded to 40 statements, of which 10 are related to behaviours representing each of the four different styles of learning: Activists, Reflectors, Theorists and Pragmatists.
Each statement you agreed with counts as one point to the related learning style. The more statements you agree with relating to each style, the higher your preference for that type of learning will be.
This report contains results **(p.3)** and suggestions for action for each style **(p.4-5)**. It provides an overview of the statements you have most disagreed with and a personal development plan to help you improve less preferred areas **(p.6-7)**.



Knowing your preferred learning style helps you to:

- Match learning opportunitis with the way you learn best - making learning more effective and enjoyable.
- Become an all-round learner - increasing your versatility to learn.
- Improve your learning skills and processes - increasing awareness of how you learn opens up the whole process to self-scrutiny.

What is the LSQ?

The Learning Style Questionnaire (LSQ) has been used extensively within industry and academia for over 30 years, to measure learning preferences in people aged 16+.
Developed by Peter Honey and Alan Mumford and based upon David Kolb's Learning Cycle, the purpose of the LSQ model is to help stimulate individuals to think about the way they learn from their experiences.

LEARNING STYLE	TYPE OF LEARNER	LEARNING PREFERENCE
Activists	Hands on	Trial and Error
Reflectors	Tell me	Briefed before proceeding
Theorists	Convince me	Clarity - does this make sense ?
Pragmatists	Show me	Likes an expert to demonstrate

"Learning to learn is your most important capability since it provides the gateway to everything else you want to develop. How you learn is a key, if not the key life skill."

DR PETER HONEY

YOUR RESULTS AND SUGGESTIONS FOR ACTION

The aim of the *Learning Styles Questionnaire* is to equip you with the skills to be an all-round learner from experience in all four phases of the learning cycle.



Your Results

Below you will find your scores. The **Raw Score** is the actual number of points you have scored for each style. The **percentile** is your score relative to the other people who have completed this questionnaire. For example, if you have a raw score of 5 and a percentile of 65%, this shows that 65% of users have a raw score of equal or less than 5.
The graph illustrates your percentile and the strength of your preference for each style.

STYLE	RAW SCORE	PERCENTILE	0% V.LOW	20% LOW	40% MODERATE	60% STRONG	80% V.STRONG
Activist	5	50					
Reflector	10	91					
Theorist	8	58					
Pragmatist	5	9					

Your Suggestions for Action

Your strongest style is Reflector. Reflectors tend to be methodical, thorough and careful. They enjoy gathering data by reading and listening.

With your preference for the **REFLECTOR** style:

PERCENTILE SCORE
91

You will learn most easily when:

- You are allowed or encouraged to think about things.
- You are able to stand back from events and listen/observe.
- You are allowed to think / prepare before acting.
- You can carry out some thorough research.
- You have the opportunity to review things.
- You are asked to produce carefully considered analyses and reports.
- You can reach a decision in your own time without pressure and tight deadlines.

You will find it more difficult to learn when:

- You are 'forced' into the limelight, eg to act as leader, to role-play in front of onlookers.
- You are involved in situations that require action without planning.
- You are pitched into doing something without warning.
- You are given insufficient information on which to base a conclusion.
- You are worried by time pressures or rushed from one activity to another.
- You are not given time to do a thorough job.

Go to page 7 to explore how you can improve this style

LESS DEVELOPED STYLES

You are best equipped to learn from a wide variety of different experiences if you have more or less equal preferences for all four learning styles. This is because the stages in the learning cycle are equal contributors to the total process of learning from experience.

Your weakest style is Pragmatist

Pragmatists tend to be practical, down to earth and realistic. They like "how to" hints and techniques.

PERCENTILE SCORE

9

The implications of having an underdeveloped Pragmatist style are that you may tend to:

- Look for perfect solutions to problems rather than settling for something practical.
- Dismiss techniques as gimmicks with limited usefulness.
- Engage in too many 'chats' with little focus and vague outcomes.
- Be wary of specific plans and actions that commit you to targets.

So by developing your Pragmatist style you will be:

- Prepared to try out new ideas more quickly to see if they work in practice.
- Open to the latest techniques and prepared to adapt them so that they are tailor-made for your circumstances.
- More focused on the point in discussions with others.
- Interested in objectives and targets that make a difference or add value.

Go to page 7 to explore how you can improve this style



Activist

Activists tend to be flexible, open minded and happy to try out new things. They enjoy getting involved and participating with others.

PERCENTILE SCORE

50

The implications of having an underdeveloped Activist style are that you may tend to:

- Be wary of going at risk and having a go at something new.
- Find it difficult to suspend judgement and think outside the box.
- Be suspicious of decisions based more on intuition than on hard data / logic.

So by developing your Activist style you will be:

- Prepared to take more calculated risks and try something earlier.
- Happier to experiment with new and unfamiliar routines and routines.
- Better able to think brainstorm off-the-top-of-the-head, creative ideas.
- Less dependent on exhaustive data collection prior to making decisions.

Theorist

Theorists tend to be rational and analytical. They like logical structures and to ask probing questions to expose flawed, inconsistent thinking.

PERCENTILE SCORE

58

The implications of having an underdeveloped Theorist style are that you may tend to:

- Prefer short term goals to a long term plan and fail to see the big picture.
- Dislike the discipline of routines and procedures.
- Regard theories, frameworks, and models as being rather academic.

So by developing your Theorist style you will be:

- Better at questioning and probing inconsistencies and weaknesses in people's arguments.
- More interested in relating your actions to an overall plan.
- More disciplined with tidier, more organised ways of working.
- More tolerant of models and theories and of explaining their potential relevance/usefulness to your work.

Go to page 7 to explore how you can improve this style

PERSONAL DEVELOPMENT PLAN

Least Developed (Pragmatist) • I like practical, tried and tested techniques. • When I hear about a new idea or technique, I immediately start working out how to apply it to my situation/problems. • In discussions, I like to get straight to the point. • I prefer ideas with an obvious relevance to my life and work. • I do whatever I need to, to get the job done.	3rd (Activist) • I like the challenge of trying out different ways of doing things. • In discussions, I usually come up with lots of spontaneous ideas. • Usually I talk more than I listen. • I find rules and procedures take the fun out of things. • I enjoy the excitement of a crisis situation.
2nd (Theorist) • I like to be absolutely correct about things. • I am quite keen on sticking to fixed routines, following procedures and keeping to timetables.	Most (Reflector)

THE SIX STEPS TO IMPROVE UNDER PERFORMING LEARNING STYLES:

1. Choose the three statements you would most like to develop from your least preferred style.

2. Note why you selected each one. What is your goal?

3. What will you do to improve each item? How will you develop them?

4. Decide when you will be able to improve each item.

5. Commit to a review date and check your progress.

6. How will you measure your success?

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LEARNING STYLE QUESTIONNAIRE Improvement Guide



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PRAGMATIST - disagreed items

The suggestions that follow are related to the Pragmatist items you disagreed with. Just to remind you, the questions you disagreed with are listed, followed by the suggestions for action.

Q4. I like practical, tried and tested techniques.

Your answer: Disagree

Become a technique collector, by showing an interest in practical methods that have been tried and tested. Ask your colleagues for hints and tips about how they do things. Read materials with a 'how to' practical bent.

Q12. When I hear about a new idea or technique, I immediately start working out how to apply it to my situation/problems.

Your answer: Disagree

When you come across a new idea or technique, think about how you could apply it beneficially to your work. The toughest cases will be with methods and techniques that come from unrelated fields. However, it is still worth exploring how they might be adapted to suit your circumstances.

Q16. In discussions, I like to get straight to the point.

Your answer: Disagree

Before taking part in discussions, set yourself a realistic objective and allow this to guide your behaviour. Stay focused on whatever it is you wish to achieve, minimising preliminaries and deviations. Practise being business-like in your resolve to reach your objective, but not to the extent of being brusque or pig-headed.

Q32. I prefer ideas with an obvious relevance to my life and work.

Your answer: Disagree

Make relevance your first priority. Go for things where you can quickly see the possibility of a promising pay-off. This means putting a premium on things that are relevant but will not necessarily result in quick fixes.

Q40. I do whatever I need to, to get the job done.

Your answer: Disagree

Providing it is ethical, concentrate on doing whatever is expedient to get the job done. Have a clear end in view and go for it with single-minded resolution

ACTIVIST - disagreed items

The suggestions that follow are related to the Activist items you disagreed with. Just to remind you, the questions you disagreed with are listed, followed by the suggestions for action.

Q13. I like the challenge of trying out different ways of doing things.

Your answer: Disagree

It is easy to become set in your ways and resistant to different ways of doing things. Comfort zones are popular precisely because they are so comfortable! Become an experimenter. Set yourself the challenge of tackling something you do routinely in a different way. It will get you into experimental mode and make routine tasks much more exciting.

Q21. In discussions, I usually come up with lots of spontaneous ideas.

Your answer: Disagree

In discussions/meetings, give yourself permission to blurt out off-the-top-of-the-head ideas without censoring them. This will help your ideas to be more spontaneous and creative. You can always signal what you are up to by saying 'I'm just thinking aloud here' or 'This might sound a bit wacky but...'.

Q25. Usually I talk more than I listen.

Your answer: Disagree

Being a good listener is admirable but there are occasions when it pays to do the talking. Earmark times when it is appropriate for you to have most of the say, and make notes that you can use as prompts and go for it! At the very least set a 50/50 target: half the time talking, the other half listening.

Q29. I find rules and procedures take the fun out of things.

Your answer: Disagree

Try treating rules and procedures as general guidelines rather than rigid constraints that must be adhered to 'come what may'. Have fun seeing how far you can go within the rules, challenging rules and procedures that have passed their sell-by date.

Q37. I enjoy the excitement of a crisis situation.

Your answer: Disagree

A crisis, by definition, is something short-lived and rather chaotic that demands immediate attention. Clearly, there is no point in creating crises just to practise enjoying them more! When they do occur, however, use them to increase your tolerance for chaos and uncertainty and to learn to relish the drama and excitement while it lasts.

THEORIST - disagreed items

The suggestions that follow are related to the Theorist items you disagreed with. Just to remind you, the questions you disagreed with are listed, followed by the suggestions for action.

Q3. I like to be absolutely correct about things.

Your answer: Disagree

Step up your attention to detail. Select some pieces of work where correctness definitely matters and go through them carefully dotting the i's and crossing the t's. Experimenting with a zero-tolerance-for-errors policy, in selected cases, will help you increase the value you place on things being correct.

Q15. I am quite keen on sticking to fixed routines, following procedures and keeping to timetables.

Your answer: Disagree

Try subjecting yourself to a pre-planned routine or procedure that, in your heart of hearts, you know would improve your self-discipline. You could experiment, for example with a time management routine or with a strict diet/exercise regime. Once you have decided upon a routine, the challenge is to stick to it, come what may.

The suggestions that follow are related to the REFLECTOR items you disagreed with. Just to remind you, the questions you disagreed with are listed, followed by the suggestions for action.

You have no disagreed items related to Reflector.

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