

Leader Toolkit

Learning styles questionnaire



We are **INSPIRATIONAL** leaders.

We invest in our people to learn and grow.

Why use this tool

We all respond differently to different learning environments. This questionnaire will help you understand the way you like to learn. This will help you select learning that suits your learning style.

When to use this tool

Use this tool to help you pinpoint your learning preferences so that you are in a better position to select learning experiences that match your learning style and therefore best support effective learning.

It can also be provided to someone in your team to help understand their preferences so that you can adjust your style to suit them.

How to use this tool

1. **Read each statement** in the questionnaire and **mark the statement** that 'more or less' describes you.

If you are tossing up about whether a statement applies to YOU or not, use this 'rule of thumb'.

Put a tick [✓] if you **agree** with a statement more than disagree with it,

Leave a blank if you **disagree** more than agree that it describes you.

There are no right or wrong answers.

2. **Score your answers.**

Mark your answers on the scoring sheet.

Total your score for each learning style.

3. **Understand what your scores mean**

Your score for each learning style will **determine the strength of your preference for each of the learning styles.**

4. **UNDERSTAND YOUR PREFERRED STYLE.**

Read the characteristics of each learning style to **find out what style of learning is a useful approach for you.**

Tips

- The usefulness of the results depends on how **honest you can be.**
- **Take the time** to work through this questionnaire because you will **understand more about yourself as a learner.**

Learning styles questionnaire



1. Read each statement and tick the statements that you believe describe YOU.

If you are tossing up about whether a statement applies to YOU or not, use this 'rule of thumb'.

- **Put a tick** [✓] if you **agree** with a statement more than disagree with it.
- **Leave a blank** if you **disagree** more than agree that it describes you.

	Assess each statement - Do you mainly agree or disagree.	Is this YOU?
	Tick [✓] for 'mainly agree', leave blank for 'mainly disagree'. There are no right or wrong answers!	✓ or blank
1	I have strong beliefs about what is right and wrong, good and bad.	
2	I often act without considering the possible consequences.	
3	I tend to solve problems by using a step-by-step approach.	
4	I believe that formal procedures and policies restrict people.	
5	I have a reputation for saying what I think, simply and directly.	
6	I often find that actions based on feelings are as sound as those based on careful thought and analysis.	
7	I like the sort of work where I have time for thorough preparation and implementation.	
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 and sticking to a fixed routine.	
13	I take pride in doing a thorough job.	



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	Assess each statement - Do you mainly agree or disagree.	Is this YOU?
	Tick [✓] for 'mainly agree', leave blank for 'mainly disagree'. There are no right or wrong answers!	✓ or blank
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 and avoid jumping to conclusions.	
16	I like to reach a decision carefully after weighing up many alternatives.	
17	I'm more attracted to novel ideas than to practical ones.	
18	I don't like disorganised things 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 them 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 produce ideas on impulse.	
27	I believe in coming to the point immediately.	
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 think over the better.	
30	Flippant people who don't take things seriously enough usually irritate me.	



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	Assess each statement - Do you mainly agree or disagree.	Is this YOU?
	Tick [✓] for 'mainly agree', leave blank for 'mainly disagree'. There are no right or wrong answers!	✓ or blank
31	I listen to other people's points of view before putting my own forward.	
32	I tend to be open about how I'm feeling.	
33	In discussions I enjoy watching the manoeuvrings of the other participants.	
34	I prefer to respond to events on a spontaneous basis rather than plan things out in advance.	
35	I tend to be attracted to techniques such as network analysis, flow charts, branching programmes and contingency planning.	
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 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 on 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 tend to produce a lot of spontaneous 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 the perspectives.	
47	I can often see inconsistencies and weaknesses in other people's arguments.	



Learning styles questionnaire



	Assess each statement - Do you mainly agree or disagree.	Is this YOU?
	Tick [✓] for 'mainly agree', leave blank for 'mainly disagree'. There are no right or wrong answers!	✓ or blank
48	On balance I talk more than I listen.	
49	I often see better, more practical ways of getting things done.	
50	I think written reports should be short and to the point.	
51	I believe that logical, rational thought should win the day.	
52	I tend to discuss specific things with people rather than engaging in social discussion.	
53	I like people who approach things realistically rather than theoretically.	
54	In discussions, I get impatient with irrelevancies and digressions.	
55	If I have a report to write, I usually produce lots of drafts before settling on a 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 who talks a lot.	
59	In discussions I often find that I am the realist, keeping people to the point and avoiding wild speculation.	
60	I like to ponder many alternatives before making up my mind.	
61	In discussions, with people I often find that 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'.	



Learning styles questionnaire



	Assess each statement - Do you mainly agree or disagree.	Is this YOU?
	Tick [✓] for 'mainly agree', leave blank for 'mainly disagree'. There are no right or wrong answers!	✓ or blank
65	I tend to reject wild, spontaneous ideas as being impractical.	
66	It's best to think carefully before taking action.	
67	On balance I do the talking rather than the listening.	
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 as long as the job gets done.	
71	I find the formality of having specific objectives and plans stifling.	
72	I'm usually one of those people who put life into a 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 am always interested in finding out what people think.	
77	I like meetings to be run on methodical lines, such as sticking to laid down agendas.	
78	I steer clear of subjective and ambiguous topics.	
79	I enjoy the drama and excitement of a crisis situation.	
80	People often find me insensitive to their feelings.	



Learning styles questionnaire



2. Score your answers on the scoring sheet

Transfer your ticks to the scoring sheet by choosing the number of every question that you ticked.

Tip: Print your answer pages and the scoring sheet, and work down your answers methodically.

Choose the number of the statements you ticked

2	7	1	5
4	13	3	9
6	15	8	11
10	16	12	19
17	25	14	21
23	28	18	27
24	29	20	35
32	31	22	37
34	33	26	44
38	36	30	49
40	39	42	50
43	41	47	53
45	46	51	54
48	52	57	56
58	55	61	59
64	60	63	65
71	62	68	69
72	66	75	70
74	67	77	73
79	76	78	80
Activist	Reflector	Theorist	Pragmatist

Write total of chosen numbers for each column



Learning styles questionnaire



3. Interpret your scores.

Your score for each learning style will determine the strength of your preference for each of the learning styles.

1. Transfer your totals from the scoring sheet to the **Your totals** column of the table below.
2. In each learning style row, circle the range that applies to you.
3. Compare the ranges you have circled.
 - Circling a strong or very strong preference indicates a strong preference for that learning style.
 - Circling a low or very low preference indicates a low preference for that learning style.

You may find you have an **equal preference for each learning style** - Everyone is different!

		Strength of your preference for each learning style				
Learning styles	Your totals	Very strong preference	Strong preference	Moderate preference	Low preference	Very low preference
Activist		13-20	11-12	7-10 (mean 9.3)	4-6	0-3
Reflector		18-20	15-17	12-14 (mean 13.6)	9-11	0-8
Theorist		16-20	14-15	11-13 (mean 12.5)	8-10	0-7
Pragmatist		17-20	15-16	12-14 (mean 13.7)	9-11	0-8





4. Understand your preferred style.

Check the characteristics of each learning style to determine the best learning approach for you.

a) Activists

Activists learn best from activities where they come across new experiences/ problem/ opportunities.

- They enjoy the here-and-now and often thrive in short term crisis situations.
- Change, a fast pace and a range of diverse activities to tackle provide an essential stimulus.

Activists are usually extrovert individuals who enjoy the stimulus of challenge.

Being thrown in at the deep end with a difficult task will be viewed as a challenge not as a daunting or overwhelming hurdle. They love to 'have a go'. Routine and long-term consolidation has little appeal.

b) Reflectors

Reflectors prefer to have more 'back seat' role.

They like to stand back on the edge of activity and observe what is going on from different perspectives.

Reflectors are usually good at data collection and will make a thorough analysis in their own time before coming to conclusions.

- They like to consider the situation from all angles before acting and so they usually are cautious.
- Pressure and tight deadlines are not welcomed.

c) Theorists

Theorists like concepts, models, theory, systems and the opportunity to explore interrelationships and associations.

They like to be stretched intellectually, they prize logic and rationality, and they tend to have analytical minds.

Such an analytical preference may mean that Theorists prefer to work on the edge of things, that is, from a detached position, rather than be involved from within the situation.

d) Pragmatists

A pragmatist preference indicates an orientation towards relevance between subject matter and one's own position.

"If it works, it's good" is the pragmatist's motto, and they look for the earliest opportunity to implement what has been offered.

Pragmatists are practical, down-to-earth individuals who enjoy problem solving and making practical decisions.

Their focus is very strongly on implementation and output.

