

40 ITEM LEARNING STYLE QUESTIONNAIRE REPORT



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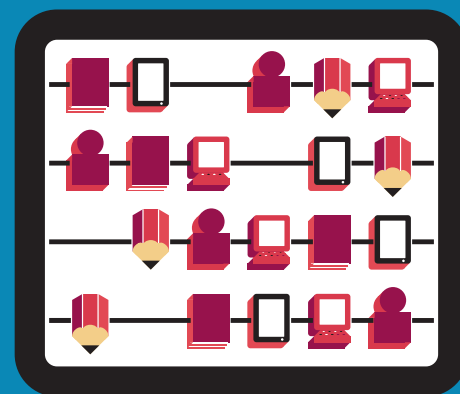
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PEARSON



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 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 opportunities 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

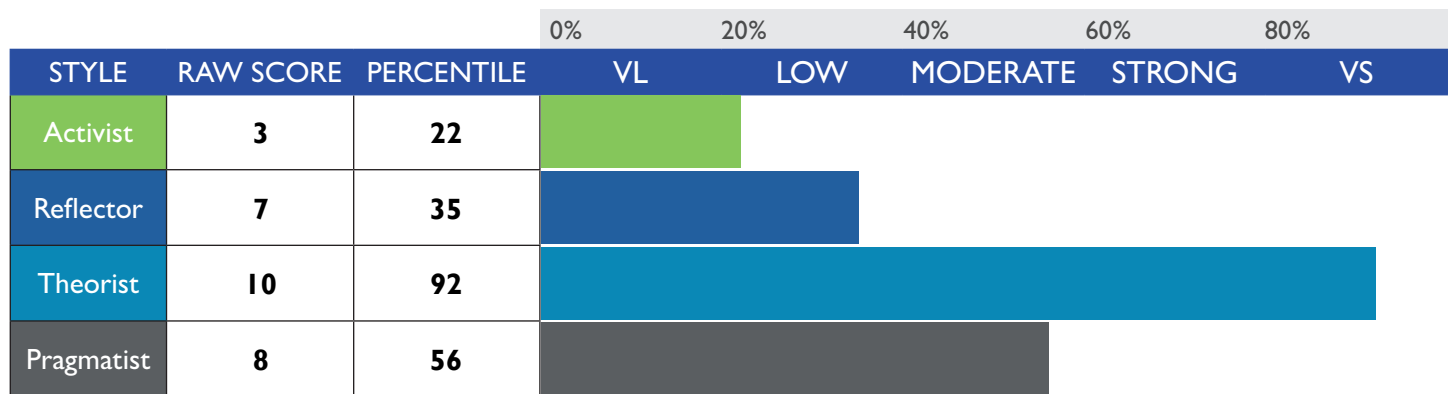
The aim of the *Learning Styles Questionnaire* is to equip you with the skills to be an all-round learner from experience in all four phases of the learning cycle.



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.



Your Suggestions for Action

Your strongest style is Theorist. Theorists like to see how things fit into an overall pattern. They are logical and objective systems people who prefer a sequential approach to problems. They are analytical, pay great attention to detail and tend to be perfectionists.

With your preference for the THEORIST style:

PERCENTILE SCORE

92

You will learn most easily when

- Have time to be methodical and to explore associations between ideas and situations.
- Have the chance to question the basic methodology or logic behind something.
- Are intellectually stretched i.e., by analysing a complex situation.
- Are in structured situations with a clear purpose.
- Can listen to / or read about, well founded concepts that emphasise rationality or logic.
- Can consider interesting concepts even though they may not be immediately relevant.
- Are required to understand and participate in complex situations.

You will find it more difficult to learn when

- Are thrown into doing something without enough background information or an apparent purpose.
- Have to participate in situations emphasising emotions and feelings.
- Are involved in unstructured activities where uncertainty is high.
- Are asked to act, or decide, without proper guidelines.
- Are faced with a variety of alternative/contradictory techniques/ methods.
- Doubt that the subject matter is methodologically sound, eg where there are no statistics to support an argument.
- Find the subject matter shallow or gimmicky.
- Feel out of sync with other participants.

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 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

22

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.

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



Reflector

Reflectors tend to be methodical, thorough and careful. They enjoy gathering data by reading and listening.

PERCENTILE SCORE

35

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

- Rush into things with inadequate preparation and thought for the possible consequences.
- Find it difficult to make time to pause and review experiences/identify lessons learned.
- Become impatient with data collection, reading extensively and listening hard for long periods.
- Not listen to other people's advice and therefore make unnecessary mistakes.

So, by developing your Reflector style you will be:

- Happier to engage in thorough preparation prior to decision making/problem solving.
- Prepared to set time aside to think about experiences, clarify lessons learned and plan how to improve.
- More patient with researching a topic, gathering relevant data and generally checking things out.
- More respectful of other people's experiences and a better listener.

Pragmatist

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

PERCENTILE SCORE

56

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 these styles

PERSONAL DEVELOPMENT PLAN

<p>Less Developed (Activist)</p> <ul style="list-style-type: none">· I quite like taking risks.· I often do things just because I feel like it, rather than thinking about them first.· I like the challenge of trying out different ways of doing things.· I prefer to jump in and do things as they come along rather than plan things out beforehand.· I find rules and procedures take the fun out of things.· I'm usually the 'life and soul' of the party.· I enjoy the excitement of a crisis situation.	<p>3rd (Reflector)</p> <ul style="list-style-type: none">· I prefer to look at a problem from as many different angles as I can before starting to solve it.· I like to consider many options before I make up my mind.· I usually do more listening than talking.
<p>2nd (Pragmatist)</p> <ul style="list-style-type: none">· In my opinion, it doesn't matter how you do something, as long as it works.· I do whatever I need to, to get the job done.	<p>Most (Theorist)</p>

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



Name:

Date:

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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.

Q1. I quite like taking risks.

Your answer: Disagree

Risks fall into two categories: silly ones and calculated ones. To become less risk-averse, try experimenting with some calculated risks that, if they don't work out, will not have unacceptable consequences either for you or anyone else.

Q5. I often do things just because I feel like it, rather than thinking about them first.

Your answer: Disagree

No matter how much you pride yourself on being rational and logical, in the last analysis your decisions and actions are based on what feels right. So, let your hair down, back a hunch and occasionally do something for the sheer hell of it! This will help you learn to trust your feelings more.

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.

Q17. I prefer to jump in and do things as they come along rather than plan things out beforehand.

Your answer: Disagree

Increase your tolerance for spontaneity by choosing to react to events rather than adhering to a pre-set plan. There is a time to be proactive and a time to be reactive. Free up some time each day to react to events on a purely spontaneous basis.

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.

Q33. I'm usually the 'life and soul' of the party.

Your answer: Disagree

Literally being the 'life and soul' of the party may be stretching it a bit, but you could at least practise being more outgoing. At parties or large gatherings, set yourself the objective of initiating cheerful conversations with a set number of strangers. Progressively push up your target as you get into the swing of things.

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.

REFLECTOR - disagreed items

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.

Q22. I prefer to look at a problem from as many different angles as I can before starting to solve it.

Your answer: Disagree

Problems are open to differing interpretations and are often in the eye of the beholder. Time spent on different descriptions of the problem will often open up fresh, and more promising, interpretations. So, try assuming that the initial description of the problem is just the first of, say, three or four different ways of looking at it. Actively consider alternative interpretations - even if, having done so, you go with your original one.

Q30. I like to consider many options before I make up my mind.

Your answer: Disagree

Get into the habit of thinking of, say, six possible options before making up your mind about a course of action. This will open up your mind to a range of possibilities and wean you off the tendency to take on the first expedient thing that occurs to you.

Q38. I usually do more listening than talking.

Your answer: Disagree

Practise listening hard with your undivided attention. Taking copious notes - even writing down some things verbatim - helps to get you focused on listening, not contributing. It also helps to imagine you are going to be called upon to give a detailed summary of what you have heard! Deep listening is definitely a skill worth learning.

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.

Q36. In my opinion, it doesn't matter how you do something, as long as it works.

Your answer: Disagree

Keep trying things to see how they work out in practice. There is no substitute for a trial run or a pilot. The only way to discover whether things work is to test them. So, become an experimenter and find out from first-hand experience what works and what doesn't.

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

THEORIST - disagreed items

You have no disagreed items related to THEORIST.

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