

## Learning Styles Inventory Self-Assessment

This is a self- assessment to identify the way(s) that you individually like to learn. Please complete the 12 sentences below. Each has four endings. Rank the endings accordingly to how well you think each one fits how you would go about leaning something. Try to recall recent learning experiences related to your work. In the spaces provided next to each ending, rank a “4” for the ending that describes you the best, down to a “1” for the ending that describes you least. Rank all the endings for each sentence. The highest scores show your preferred learning style.

QUESTION	ACTOR	SENSOR	THINKER	REFLECTOR
When I learn	___I like to deal with my feelings	___I like to watch and listen	___I like to think about ideas	___I like to be active
I learn best when	___I trust my hunches and feelings	___I listen & watch carefully	___I rely on logical thinking	___I work hard to get things done
When I am learning	___I have strong feelings and reactions	___I am quiet and reserved	___I tend to reason things out	___I am responsible about things
I learn by	Talking	___Watching	___Thinking	___Doing
When I learn	___I am open to new experiences	___I look at all sides of issues	___I like to analyze things and break them into parts	___I like to try things out
When I am learning	___I am an intuitive person	___I am an observing person	___I am a logical person	___I am an active person
I learn best from	___Personal relationships	___Observation	___Rational theories	___A chance to try out and practice
When I learn	___I feel personally involved in things	___I take my time before acting	___I like ideas and theories	___I like to see results from my work
I learn best when	___I rely on my feelings	___I rely on my observations	___I rely on my ideas	___I can try things out
When I am learning	___I am an accepting person	___I am a reserved person	___I am a rational person	___I am a responsible person
When I learn	___I get involved	___I like to observe	___I evaluate things	___I like to be active
I learn best when	___I am receptive and open-minded	___I am careful	___I analyze things	___I am practical
<b>TOTAL:</b>				

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## ACTOR – ACTION FOCUSED



Actors are interested in trying out new ideas, theories, and techniques to see if they work in practice. They are constantly looking for new ways of doing things and take every opportunity to experiment with applications. They are people who cannot wait to try out new ideas presented in training. They act quickly and confidently. They tend to be impatient with ongoing discussions and would rather get to the point and move on. However, they are practical, down-to-earth people who like to make practical decisions when solving problems. They see challenges as opportunities and work on the philosophy that it's worth trying to find a better way.

Strengths	Self-Development Activities Building your abilities with an Actor
<ul style="list-style-type: none"> <li>• Eager to test things in practice</li> <li>• Practical</li> <li>• Down to earth</li> <li>• Realistic</li> <li>• Businesslike</li> <li>• Gest straight to the point</li> <li>• Technique oriented</li> </ul>	<ul style="list-style-type: none"> <li>• Seek techniques for addressing task in a practical manner. For every assignment prepare a detailed action plan with a set of next steps for you and the others</li> <li>• Experiment with unfamiliar ways of doing things. Ask others with expertise to coach, giving you both instruction and feedback</li> <li>• Tackle a challenging do-it-yourself project</li> <li>• Learn a foreign language</li> <li>• Assess a portion of your work by analyzing statistics, identifying enablers and barriers, identify problems and seek solutions</li> </ul>
Challenges	Tips for Interacting with an Actor
<ul style="list-style-type: none"> <li>• Tendency to reject anything without an obvious application</li> <li>• Not interested in theory or basic principles</li> <li>• Tendency to seize the first solution to a problem</li> <li>• Impatient with indecision</li> <li>• Task oriented</li> <li>• Not people oriented</li> </ul>	<p>Provide direct answers to questions; Facilitate learning by asking “what” questions; Define how they will benefit from the outcome of learning; Emphasize the importance of using new ideas and approaches; When appropriate, agree with facts and ideas resulting for new learning; Link timeliness to the result and make them available to all involved with the project.</p>

# Learning Styles Inventory Self-Assessment

## SENSOR – INTERPERSONAL



Sensors involve themselves fully in new experiences. Even though sensors enjoy the “here and now”, new experiences excite them. They tend to become heavily invested as they enthusiastically try new things. They are open-minded and not skeptical. Their philosophy is: “I’ll try anything once.” They tend to act first and consider the consequences later. Their days are filled with activity. They tackle problems by brainstorming. As soon as the excitement of the activity dies down, they are busy looking for the next. They tend to thrive on challenge of new experiences but are bored with implementation and thinking about the long-term. Sensors are gregarious people, constantly involving themselves with others, but often seek to become the center of attention.

<b>Strengths</b>	<b>Self-Development Activities</b> <b>Building your abilities with an Actor</b>
<ul style="list-style-type: none"> <li>• Flexible and open-minded</li> <li>• Ready to act</li> <li>• Like to be exposed to new situations</li> <li>• Optimistic about anything new and therefore likely to embrace change</li> </ul>	<ul style="list-style-type: none"> <li>• At least once a week do something you have never done before</li> <li>• Read an article with views different from yours. Change the layout of your office furniture</li> <li>• Practice “small talk” with strangers by initiating a conversation</li> <li>• Deliberately fragment your day with a break every half-hour to change activities</li> <li>• Force yourself to be in the limelight</li> <li>• Identify a problem and bounce possible solutions off a colleague</li> </ul>
<b>Challenges</b>	<b>Tips for Interacting with an Actor</b>
<ul style="list-style-type: none"> <li>• Tendency to take the most obvious action without thinking</li> <li>• Often takes unnecessary risks</li> <li>• Rushes into action without sufficient preparation</li> <li>• Gets bored with implementation</li> </ul>	<p>Provide a friendly environment to talk about new ideas; provide ideas for transferring talk into action; Provide time for stimulation and fun activities related to the use of what has been learned; Provide details in writing about activities for learning; Provide an open and supportive coaching environment; Provide incentives for applying new learning.</p>

# Learning Styles Inventory Self-Assessment

## THINKER-LOGIC FOCUSED

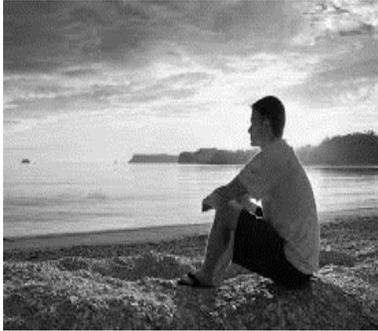


Thinkers integrate observations into complex, logical and sound theories. They assimilate random facts into coherent theories. They tend to be perfectionists who tend to work relentlessly until things are tidy and fit into rational schemes. They like to analyze and synthesize. They place high value on rationality and logic, often asking, “does this make sense?” They tend to be detached, analytical, approaching problems with logic. They reject what they see as not fitting in. They feel uncomfortable with quick decisions, snap judgments and lateral thinking and things said in a joking manner.

Strengths	Self-Development Activities Building your abilities with an Actor
<ul style="list-style-type: none"> <li>• Logical, vertical thinking</li> <li>• Rational and objective</li> <li>• Good at asking probing questions</li> <li>• Takes a disciplined approach to most tasks</li> </ul>	<ul style="list-style-type: none"> <li>• Read something “heavy” such as philosophy 30 minutes a day</li> <li>• Practice identifying inconsistencies or weaknesses in other people’s arguments</li> <li>• Analyze organizational charts to look for inconsistencies and overlaps</li> <li>• Conduct a detailed analysis of how you spend your time each week</li> <li>• Take two op-ed pieces of differing views and compare them</li> <li>• Take a theory unfamiliar to you and try to identify the underlying assumptions</li> <li>• Practice asking probing questions by refusing to accept vague answers</li> </ul>
Challenges	Tips for Interacting with an Actor
<ul style="list-style-type: none"> <li>• Limited in lateral thinking</li> <li>• Low tolerance for uncertainty, disorder, and ambiguity</li> <li>• Intolerance with anything subjective or intuitive</li> <li>• Full of should, oughts and musts</li> </ul>	<p>Discuss the pros and cons of the use of learning materials; Use data to support decisions; Explain how activity fits into the “big picture”; Provide help by offering step-by-step approach to learning; Be specific when agreeing; When disagreeing, do so with the context not the person; Be patient when providing explanations.</p>

## Learning Styles Inventory Self-Assessment

### REFLECTOR-OBSERVATIONALLY



Reflectors tend to stand back to ponder experiences before coming to any conclusions. They observe issues from many different perspectives. They collect data from a variety of sources. They tend to postpone reaching conclusions in hopes of gathering more data. They prefer to take a back seat in meetings and discussion. Instead, they prefer to observe others. Their philosophy is to be cautious. When they act, it is part of a larger picture which includes the past as well as the present and includes the observations of others as well as themselves.

<b>Strengths</b>	<b>Self-Development Activities</b> <b>Building your abilities with an Actor</b>
<ul style="list-style-type: none"> <li>• Very careful</li> <li>• Thorough and methodical</li> <li>• Thoughtful</li> <li>• Good at listening to others and assimilating information</li> <li>• Rarely jumps to conclusions</li> </ul>	<ul style="list-style-type: none"> <li>• At meetings, when appropriate, study people’s behavior by keeping records of who talks, interrupts, and listens. Notice non-verbal communication</li> <li>• Keep a daily diary, writing down details of each day. Reflect on the day’s event and try to draw conclusions from them. Write a detailed account of these conclusions</li> <li>• After a meeting, go back and list which event went well, and which didn’t and why. Analyze what you learned from your understanding of what didn’t go well</li> <li>• Research something requiring the gathering of detailed information. Use the research to write an iron tight policy or procedure.</li> <li>• Slow people down who want to rush into action</li> </ul>
<b>Challenges</b>	<b>Tips for Interacting with an Actor</b>
<ul style="list-style-type: none"> <li>• Tendency to hold back from direct participation</li> <li>• Slow to make up their minds when decision making</li> <li>• Tendency to be overly cautious and not take risks</li> <li>• Not assertive</li> <li>• Not particularly forthcoming</li> </ul>	<p>Establish a personal and agreeable environment; When in a learning situation show interest in people; Use “How” questions to elicit opinions; Be patient when assisting an individual in establishing a plan or goals; Give people a chance to depart from the norm; Help people define new roles and their place within a plan and personally assure your support.</p>