

# Kolb's Learning Style Questionnaire

This questionnaire is designed to find out your preferred learning style(s) as an adult. Over the years, you have probably developed learning habits that help you benefit more from some experiences than from others. You may be unaware of this, and this questionnaire will help you pinpoint your learning preferences so you can maximize your learning experience.

This questionnaire will probably take you about 10 minutes to complete. The accuracy of your results depends on how honest you are. There are no right or wrong answers. If you find yourself wondering which situation to think of when answering a question, just think about how you are when you are working with people. Go with your first gut reaction instead of over-thinking your response.

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

- ☒ Agree
- ☐ Disagree

2. I often act without considering the possible consequences. \*

- ☐ Agree
- ☒ Disagree

3. I tend to solve problems using a step-by-step approach \*

- ☒ Agree
- ☐ Disagree

4. I believe that formal procedures and policies restrict people. \*

- ☐ Agree
- ☒ Disagree

5. I have a reputation for saying what I think, simply and directly. \*

- ☒ Agree
- ☐ Disagree

6. I often find that actions based on feelings are as sound as those based on careful thought and analysis. \*

- ☐ Agree
- ☒ Disagree

7. I like the sort of work where I have time for thorough preparation and implementation. \*

- ☒ Agree
- ☐ Disagree

8. I regularly question people about their basic assumptions. \*

- ☒ Agree
- ☐ Disagree

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

- ☒ Agree
- ☐ Disagree

10. I actively seek out new experiences. \*

- ☒ Agree
- ☐ Disagree

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

- ☒ Agree
- ☐ Disagree

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

- ☒ Agree
- ☐ Disagree

13. I take pride in doing a thorough job. \*

- ☒ Agree
- ☐ Disagree

14. I get on best with logical, analytical people and less well with spontaneous, 'irrational' people. \*

- ☒ Agree
- ☐ Disagree

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

- ☒ Agree
- ☐ Disagree

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

- ☒ Agree
- ☐ Disagree

17. I'm attracted more to novel, unusual ideas than to practical ones. \*

- ☐ Agree
- ☒ Disagree

18. I don't like disorganized things and prefer to fit things into a coherent. \*

- ☒ Agree
- ☐ Disagree

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. \*

- ☒ Agree
- ☐ Disagree

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

- ☒ Agree
- ☐ Disagree

21. In discussions, I like to get straight to the point. \*

- ☒ Agree
- ☐ Disagree

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

- ☒ Agree
- ☐ Disagree

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

- ☒ Agree
- ☐ Disagree

24. I enjoy fun-loving, spontaneous people. \*

- ☐ Agree
- ☒ Disagree

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

- ☒ Agree
- ☐ Disagree

26. I find it difficult to produce ideas on impulse. \*

- ☐ Agree
- ☒ Disagree

27. I believe in coming to the point immediately. \*

- ☐ Agree
- ☒ Disagree

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

- ☒ Agree
- ☐ Disagree

29. I prefer to have as many sources of information as possible — the more data to think over the better. \*

- ☒ Agree
- ☐ Disagree

30. Flippant people who don't take things seriously enough usually irritate me. \*

- ☒ Agree
- ☐ Disagree

31. I listen to other people's points of view before putting my own forward. \*

- ☒ Agree
- ☐ Disagree

32. I tend to be open about how I'm feeling \*

- ☒ Agree
- ☐ Disagree

33. In discussions I enjoy watching the maneuverings of the other participants. \*

- ☒ Agree
- ☐ Disagree

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

- ☐ Agree
- ☒ Disagree

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

- ☒ Agree
- ☐ Disagree

36. It worries me if I have to rush work to meet a tight deadline. \*

- ☐ Agree
- ☒ Disagree

37. I tend to judge people's ideas on their practical merits. \*

- ☒ Agree
- ☐ Disagree

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

- ☐ Agree
- ☒ Disagree



39. I often get irritated by people who want to rush things. \*

- ☒ Agree
- ☐ Disagree

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

- ☒ Agree
- ☐ Disagree

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

- ☒ Agree
- ☐ Disagree

42. I tend to be a perfectionist. \*

- ☒ Agree
- ☐ Disagree

43. In discussions I usually produce lots of spontaneous ideas. \*

- ☒ Agree
- ☐ Disagree

44. In meetings I put forward practical, realistic ideas. \*

- ☒ Agree
- ☐ Disagree

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

- ☐ Agree
- ☒ Disagree

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

- ☒ Agree
- ☐ Disagree

47. I can often see inconsistencies and weaknesses in other people's arguments. \*

- ☒ Agree
- ☐ Disagree

48. On balance I talk more than I listen. \*

- ☐ Agree
- ☒ Disagree

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

- ☒ Agree
- ☐ Disagree

50. I think written reports should be short and to the point. \*

- ☐ Agree
- ☒ Disagree

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

- ☒ Agree
- ☐ Disagree

52. I tend to discuss specific things with people rather than engaging in social discussion. \*

- ☐ Agree
- ☒ Disagree

53. I like people who approach things realistically rather than theoretically. \*

- ☒ Agree
- ☐ Disagree

54. In discussions I get impatient with irrelevancies and digressions. \*

- ☒ Agree
- ☐ Disagree

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

- ☐ Agree
- ☒ Disagree

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

- ☒ Agree
- ☐ Disagree

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

- ☒ Agree
- ☐ Disagree

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

- ☐ Agree
- ☒ Disagree

59. In discussions I often find I am the realist, keeping people to the point and avoiding wild speculations. \*

- ☒ Agree
- ☐ Disagree

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

- ☒ Agree
- ☐ Disagree

61. In discussion with people I often find I am the most dispassionate and objective. \*

- ☒ Agree
- ☐ Disagree

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

- ☒ Agree
- ☐ Disagree

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

- ☒ Agree
- ☐ Disagree

64. When things go wrong I am happy to shrug it off and 'put it down to experience'. \*

- ☐ Agree
- ☒ Disagree

65. I tend to reject wild, spontaneous ideas as being impractical. \*

- ☐ Agree
- ☒ Disagree

66. It's best to think carefully before taking action. \*

- ☒ Agree
- ☐ Disagree

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

- ☒ Agree
- ☐ Disagree

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

- ☒ Agree
- ☐ Disagree

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

- ☐ Agree
- ☒ Disagree

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

- ☐ Agree
- ☒ Disagree

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

- ☐ Agree
- ☒ Disagree

72. I'm usually one of the people who puts life into a party. \*

- ☐ Agree
- ☒ Disagree

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

- ☒ Agree
- ☐ Disagree

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

- ☐ Agree
- ☒ Disagree

75. I am keen on exploring the basic assumptions, principles and theories under-pinning things and events. \*

- ☒ Agree
- ☐ Disagree

76. I'm always interested to find out what people think. \*

- ☒ Agree
- ☐ Disagree

77. I like meetings to be run on methodical lines, sticking to a laid down agenda, etc.. \*

- ☒ Agree
- ☐ Disagree

78. I steer clear of subjective or ambiguous topics. \*

- ☒ Agree
- ☐ Disagree

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

- ☐ Agree
- ☒ Disagree



80. People often find me insensitive to their feelings. \*

- ☐ Agree
- ☒ Disagree

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