

Learning Styles

Taken by: **Boyang Yan**

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YOUR RESULTS:

Learning Styles

Your Score: 111

If you scored under 55:

You either devote relatively little time and thought to learning or over-rely on a narrow range of ways to learn. Take some time to reflect on how you have learnt best in the past. Are you more of a doer who sees how well it worked afterwards or someone who likes to think before acting, for example?

There is further guidance below on common styles of learning. Once you know how you learn best, you can take advantage of opportunities that fit your preferred style of learning. Make sure you spend time identifying what you need to learn, and think about a range of different ways to approach it. The most effective learners combine several approaches to take in and use new information, ideas and skills. So as well as focussing on your preferred style, stretch yourself by trying out some other approaches too.

If you scored between 55 and 70:

You seem to enjoy some approaches to learning but could broaden the range of ways in which you learn. Could you look at a wider range of information? How about using other people to help you learn, such as asking for feedback, asking questions, or watching them to see what works well? How well do you balance thinking or researching beforehand, with doing and reflecting afterwards?

Look at the different types of learning styles below to see what else you could do.

If you scored between 71 and 90:

Your responses suggest you already use a range of approaches to learning. This will help to make you a more effective learner, as you can access a variety of different sorts of information and apply it in different ways.

You could build further on your strengths by looking at the different learning styles below and planning what more you could do to (a) play to your strongest preference and (b) stretch yourself to use more of your less favoured style(s).

If you scored 91 and over:

You are a highly motivated learner who employs a wide range of approaches to learning. You take advantage of opportunities to learn through doing and reflecting, through established approaches and new ideas. The amount of time you spend learning and the breadth of ways in which you learn mean that you draw useful knowledge out of most work situations.

Style of learning

Most of us have one or two natural, default styles of learning and we prefer to take in information in that way. However, you are likely to learn more from a wide variety of different experiences if you use all the learning styles.

The questions in this assessment fall into four broad categories of learners, which are outlined below.

- 1. Active Changer** - The joy of learning is in trying out something new
- 2. Reflective Realist** - Learning comes from seeing what should be preserved and what could be changed
- 3. Quietly Creative** - Learning comes from having a vision of the future
- 4. Pragmatic Doer** - Learning enables me to get things to run more effectively and efficiently

Read the information below to help you understand where your preference for learning lies.

	Low				High
Active Changer					
Reflective Realist					
Quietly Creative					
Pragmatic Doer					

YOUR RESULTS:

Active Changer

Your score was high in the 'active changer' category.

As an 'active changer' you like to learn by trying out new things. You connect and build ideas through engaging with people and activities. You tend to be enthusiastic about your learning, often in bursts of energy around a new interest.

Tips

It is likely that you:

- Do something new at least once each week.

- Start conversations with people you don't know at work fairly often.
- Deliberately split up your day by changing activities regularly.
- Combine elements of different approaches to create a new way of doing things.
- Routinely push yourself outside your comfort zone and into the limelight.

Reflective Realist

Your score was high in the 'reflective realist' category.

As a 'reflective realist' learner you enjoy considering how you can build on what is already there. You like to learn in a regular, scheduled way, thinking about what has been done before or is written down.

Tips

It is likely that you:

- Keep a diary and reflect on each day's events to see what action had what impact.
- Review meetings or events for what went well and less well.
- Research something that needs you to gather facts and information from different sources.
- Observe other people who are effective in a given area and think about what you could learn from them.
- Read a 'how-to' guide from a respected source.
- Practise drawing up lists for and against a particular course of action. Take time to consider options and think through the likely outcomes.

Quietly Creative

Your score was high in the 'quietly creative' category.

As a 'quietly creative' learner you take time to think and create something new. You tend to enjoy learning for learning's sake. Likely to read, think and appreciate quiet moments to consider how ideas link together, you tend to have a vision of where your learning could take you.

Tips

It is likely that you:

- Enjoy reading something thought-provoking each day, summarising it in your own words and considering how you could apply some of those ideas.
- Analyse a complex situation for why it developed the way it did, considering how the different elements connect, the other actions that could have been taken at each step and how things could have worked out differently.
- Collect other people's theories and explanations about events and try to understand the thinking behind them, often pulling out overarching themes.
- Frequently spot inconsistencies or weaknesses in situations or other people's arguments.

Pragmatic Doer

Your score was high in the 'pragmatic doer' category.

As a 'pragmatic doer' you like to learn through practical actions that apply what you know is likely to work. Energetic and outgoing, you enjoy learning opportunities that get results. You often learn in a planned sequence and enjoy learning that involves other people.

Tips

It is likely that you:

- Collect tools, techniques and other practical ways of doing things that have worked for other people in the past e.g. time-saving techniques.
- Concentrate on producing action plans in meetings and discussions.
- Would join a class that will give you opportunities to learn and try out your learning with others.
- Test out techniques that you know have been used effectively elsewhere.
- Try to find a role-model in the area you want to get better at and use the approaches he or she uses yourself.
- Seek out 'experts' on a particular subject to coach you in how to improve.

ABOUT THIS ASSESSMENT:

In order to develop, you need to learn, but different people learn in different ways. Understanding your own preferred approach to learning can make a big difference to your chances of success.