

LEARNING STYLES

Kolb's learning styles have been adapted by two management development specialists, Peter Honey and Alan Mumford. They use a four-way classification that closely resembles that of Kolb but is simplified for use in a practical training situation. You can find out your own learning style by completing and scoring the following questionnaire. A description of the Honey and Mumford classification follows for use after the questionnaire has been scored.

LEARNING STYLES QUESTIONNAIRE

This questionnaire is designed to find out your preferred learning style(s). Over the years you have probably developed learning 'habits' that help you benefit more from some experiences than from others. Since you are probably unaware of this, this questionnaire will help you pinpoint your learning preferences so that you are in a better position to select learning experiences that suit your style.

INSTRUCTIONS

There is no time limit for completing this questionnaire. It will probably take you 10-15 minutes. The accuracy of the results depends on how honest you can be. There are no right or wrong answers. If you agree more than you disagree with a statement put a tick by it. If you disagree more than you agree put a cross by it. Be sure to mark each item with either a tick or cross.

1.	I have strong beliefs about what is right and wrong, good and bad.	Yes
2.	I often act without considering the possible consequences,	No
3.	I tend to solve problems using a step-by-step approach	Yes
4.	I believe that formal procedures and policies restrict people.	No
5.	I have a reputation for saying what I think, simply and directly.	No
6.	I often find that actions based on feelings are as sound as those based on careful thought and analysis.	Yes
7.	I like the sort of work where I have time for thorough preparation and implementation.	Yes
8.	I regularly question people about their basic assumptions.	Yes
9	What matters most is whether something works in practice.	Yes
10.	I actively seek out new experiences.	Yes
11.	When I hear about a new idea or approach I immediately start working out how to apply it in practice.	Yes
12.	I am keen on self-discipline such as watching my diet, taking regular exercise, sticking to a fixed routine, etc.	Yes
13.	I take pride in doing a thorough job.	Yes
14.	I get on best with logical, analytical people and less well with spontaneous, 'irrational' people.	Yes
15.	I take care over the interpretation of data available to me and avoid jumping to conclusions.	Yes
16.	I like to reach a decision carefully after weighing up many alternatives.	Yes
17.	I'm attracted to more novel, unusual ideas than to practical ones.	Yes
18.	I don't like disorganized things and prefer to fit things into a coherent	Yes
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.	Yes
20.	I like to relate my actions to a general principle.	Yes

21.	In discussions, I like to get straight to the point.	Yes
22.	I tend to have distant, rather formal relationships with people at work.	Yes
23.	I thrive on the challenge of tackling something new and different.	Yes
24..	I enjoy fun-loving, spontaneous people	Yes
25.	I pay meticulous attention to detail before coming to a conclusion.	Yes
26.	I find it difficult to produce ideas on impulse.	No
27.	I believe in coming to the point immediately.	Yes
28.	I am careful not to jump to conclusions too quickly.	Yes
29.	I prefer to have as many sources of information as possible — the more data to think over the better.	Yes
30.	Flippant people who don't take things seriously enough usually irritate me.	No
31.	I listen to other people's points of view before putting my own forward.	Yes
32.	I tend to be open about how I'm feeling.	Yes
33.	In discussions I enjoy watching the maneuverings of the other participants.	Yes
34.	I prefer to respond to events on a spontaneous, flexible basis rather than plan things out in advance.	No
35.	I tend to be attracted to techniques such as network analysis, flow charts, branching programs, contingency planning, etc.	No
37.	I tend to judge people's ideas on their practical merits.	No
38.	Quiet, thoughtful people tend to make me feel uneasy.	No
39.	I often get irritated by people who want to rush things.	No
40.	It is more important to enjoy the present moment than to think about the past or future.	Yes
41.	I think that decisions based on a thorough analysis of all the information are sounder than those based on intuition.	Yes
42.	I tend to be a perfectionist.	Yes

43.	In discussions I usually produce lots of spontaneous ideas.	Yes
44.	In meetings I put forward practical, realistic ideas.	Yes
45.	More often than not, rules are there to be broken.	No
46.	I prefer to stand back from a situation and consider all the perspectives.	Yes
47.	I can often see inconsistencies and weaknesses in other people's arguments.	Yes
48.	On balance I talk more than I listen.	No
49.	I can often see better, more practical ways to get things done.	No
50.	I think written reports should be short and to the point.	Yes
51.	I believe that rational, logical thinking should win the day.	Yes
52.	I tend to discuss specific things with people rather than engaging in social discussion.	Yes
53.	I like people who approach things realistically rather than theoretically.	Yes
54.	In discussions I get impatient with irrelevancies and digressions.	Yes
55.	If I have a report to write I tend to produce lots of drafts before settling on the final version.	No
56.	I am keen to try things out to see if they work in practice. 0 57.1 am keen to reach answers via a logical approach.	Yes
58.	I enjoy being the one that talks a lot.	No
59.	In discussions I often find I am the realist, keeping people to the point and avoiding wild speculations.	No
60.	I like to ponder many alternatives before making up my mind.	Yes
61.	In discussion with people I often find I am the most dispassionate and objective.	No
62.	In discussions I'm more likely to adopt a 'low profile' than to take the lead and do most of the talking.	No
63.	I like to be able to relate current actions to a longer term bigger picture	No
64.	When things go wrong I am happy to shrug it off and put it down to experience'.	Yes

65.	I tend to reject wild, spontaneous ideas as being impractical.	No
66.	It's best to think carefully before taking action.	Yes
67.	On balance I do the listening rather than the talking.	Yes
68.	I tend to be tough on people who find it difficult to adopt a logical approach.	No
69.	Most times I believe the end justifies the means.	Yes
70.	I don't mind hurting people's feelings so long as the job gets done.	Yes
71.	I find the formality of having specific objectives and plans stifling.	No
72.	I'm usually one of the people who puts life into a party	No
73.	I do whatever is expedient to get the job done	Yes
74.	I quickly get bored with methodical, detailed work.	Yes
75.	I am keen on exploring the basic assumptions, principles and theories under-pinning things and events.	Yes
76.	I'm always interested to find out what people think.	Yes
77.	I like meetings to be run on methodical lines, sticking to a laid down agenda, etc.	Yes
78.	I steer clear of subjective or ambiguous topics.	No
79.	I enjoy the drama and excitement of a crisis situation.	No
80.	People often find me insensitive to their feelings.	Yes

SCORING			
You score one point for each item you ticked		There are no points for items you crossed	
Simply indicate on the lists below which items were ticked			
Activist	Reflector	Theorist	Pragmatist
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
Totals:	10	16	13
			14

Now, look back at the Learning Styles descriptions, which one are you?