

## Learning Styles Questionnaire

Honey & Mumford have looked at how people have their own preferred learning style. Those are referred to as Activist, Theorist, Pragmatist and Reflector and will be detailed following this questionnaire.

The questionnaire is a series of 80 statements which you can either agree or disagree with - like all questionnaires it will only be used as a guide, but please consider every statement.

Complete the questionnaire by placing a tick in the box if you agree with the statement. If you disagree with the statement leave it blank.

Your initial response is probably the best for the purpose of this exercise. Don't ponder too long on any item. It should take you about 15 minutes.

**Tick here**

- |    |                                                                                                                   |                          |
|----|-------------------------------------------------------------------------------------------------------------------|--------------------------|
| 1  | I have strong beliefs about what is right and wrong, good and bad.                                                | <input type="checkbox"/> |
| 2  | I often 'throw caution to the wind'.                                                                              | <input type="checkbox"/> |
| 3  | I tend to solve problems using a step-by-step approach avoiding any 'flights of fancy'.                           | <input type="checkbox"/> |
| 4  | I believe that formal procedures and policies cramp people's style.                                               | <input type="checkbox"/> |
| 5  | I have a reputation for having a no-nonsense, call a spade a spade style.                                         | <input type="checkbox"/> |
| 6  | I often find that actions based on 'gut feel' are as sound as those based on careful thought and analysis.        | <input type="checkbox"/> |
| 7  | I like to do the sort of work where I have time to 'leave no stone unturned'                                      | <input type="checkbox"/> |
| 8  | I regularly question people about their basic assumptions.                                                        | <input type="checkbox"/> |
| 9  | What matters most is whether something works in practice.                                                         | <input type="checkbox"/> |
| 10 | I actively seek out new experiences.                                                                              | <input type="checkbox"/> |
| 11 | When I hear about a new idea or approach I immediately start working on how to apply it in practice.              | <input type="checkbox"/> |
| 12 | I am keen on self-discipline such as watching my diet, taking regular exercise, sticking to a fixed routine, etc. | <input type="checkbox"/> |
| 13 | I take pride in doing a thorough job.                                                                             | <input type="checkbox"/> |
| 14 | I get on best with logical, analytical people and less well with spontaneous, 'irrational' people.                | <input type="checkbox"/> |

- 15 I take care over the interpretation of data available to me and avoid jumping to conclusions.
- 16 I like to reach a decision carefully after weighing up many alternatives.
- 17 I'm attracted more to novel, unusual ideas than to practical ones.
- 18 I don't like 'loose ends' and prefer to fit things into a coherent pattern.
- 19 I accept and stick to laid down procedures and policies as long as I regard them as an efficient way of getting the job done.
- 20 I like to relate my actions to a general principle.
- 21 In discussion I like to get straight to the point.
- 22 I tend to have distant, rather formal relationships with people at work.
- 23 I thrive on a challenge of tackling something new and different.
- 24 I enjoy fun-loving people.
- 25 I pay meticulous attention to detail before coming to a conclusion.
- 26 I find it difficult to come up with wild, off-the-top-of-the-head ideas.
- 27 I don't believe in wasting time by 'beating around the bush'.
- 28 I am careful not to jump to conclusions too quickly.
- 29 I prefer to have as many sources of information as possible- the more data to mull over the better.
- 30 Flippant people who don't take things seriously usually irritate me.
- 31 I listen to other people's points of view before putting my own forward.
- 32 I tend to be open about what I'm feeling.
- 33 In discussions I enjoy watching the manoeuvrings of other participants.
- 34 I prefer to respond to events on a spontaneous, flexible basis rather than plan things out in advance.
- 35 I tend to be attracted to techniques such as network analysis, flow charts, contingency planning, etc.
- 36 It worries me if I have to rush out a piece of work to meet a tight deadline.
- 37 I tend to judge people's ideas on their practical merits.
- 38 Quiet, thoughtful people tend to make me feel uneasy.

- 39 I often get irritated by people who want to rush headlong into things.
- 40 It is more important to enjoy the present moment than to think about the past or future.
- 41 I think that decisions based on thorough analysis of all the information are sounder than those based on intuition.
- 42 I tend to be a perfectionist.
- 43 In discussions I tend to pitch in with lots of off-the-top-of-the-head ideas.
- 44 In meetings I put forward practical, realistic ideas.
- 45 More often than not, rules are there to be broken.
- 46 I prefer to stand back from a situation and consider all the perspectives.
- 47 I can often see inconsistencies and weaknesses in other people's arguments.
- 48 On balance I talk more than I listen.
- 49 I can often see better, more practical ways to get things done.
- 50 I think written reports should be short, punchy and to the point.
- 51 I believe that rational, logical thinking should win the day.
- 52 I tend to discuss specific things with people rather than engaging in small talk.
- 53 I like people who have both feet firmly on the ground.
- 54 In discussions I get impatient with irrelevancies and 'red herrings'.
- 55 If I have a report to report to write I tend to produce lots of drafts before settling on the final version.
- 56 I am keen to try things to see if they work in practice.
- 57 I am keen to reach answers via a logical approach.
- 58 I enjoy being the one that talks a lot.
- 59 In discussions I often find I am the realist, keeping people to the point and avoid 'cloud nine' speculations.
- 60 I like to ponder many alternatives before making up my mind.
- 61 In discussions with people I often find I am the most dispassionate and objective.
- 62 In discussions I'm more likely to adopt a 'low profile' than to take the lead and do most of the talking.

- 63 I like to be able to relate current actions to a longer term, bigger picture.
- 64 When things go wrong I am happy to shrug it off and 'put it down to experience'
- 65 I tend to reject wild, off-the-top-of-the-head ideas as being impractical.
- 66 It's best to look before you leap.
- 67 On balance, I do the listening rather than the talking.
- 68 I tend to be tough on people who find it difficult to adopt a logical approach.
- 69 Most times I believe the end justifies the means.
- 70 I don't mind hurting people's feeling so long as the job gets done.
- 71 I find the formality of having specific objectives and plans stifling.
- 72 I'm usually the 'life and soul' of the party.
- 73 I do whatever is expedient to get the job done.
- 74 I quickly get bored with methodical, detailed work.
- 75 I am keen on exploring the basic assumptions, principles and theories and underpinning things and events.
- 76 I'm always interested to find out what other people think.
- 77 I like meetings to run on methodical lines, sticking to a laid down agenda, etc.
- 78 I steer clear of subjective or ambiguous topics.
- 79 I enjoy the drama and excitement of a crisis situation.
- 80 People often find me insensitive to their feelings.

## **LEARNING STYLES SCORING SHEET**

Circle all the statements that you agreed with in the questionnaire. Add the number of statements you have circled in each column and record your score in the spaces provided.

	<b>2</b>	<b>7</b>	<b>1</b>	<b>5</b>
	<b>4</b>	<b>13</b>	<b>3</b>	<b>9</b>
	<b>6</b>	<b>15</b>	<b>8</b>	<b>11</b>
	<b>10</b>	<b>16</b>	<b>12</b>	<b>19</b>
	<b>17</b>	<b>25</b>	<b>14</b>	<b>21</b>
	<b>23</b>	<b>28</b>	<b>18</b>	<b>27</b>
	<b>24</b>	<b>29</b>	<b>20</b>	<b>35</b>
	<b>32</b>	<b>31</b>	<b>22</b>	<b>37</b>
	<b>34</b>	<b>33</b>	<b>26</b>	<b>44</b>
	<b>38</b>	<b>36</b>	<b>30</b>	<b>49</b>
	<b>40</b>	<b>39</b>	<b>42</b>	<b>50</b>
	<b>43</b>	<b>41</b>	<b>47</b>	<b>53</b>
	<b>45</b>	<b>46</b>	<b>51</b>	<b>54</b>
	<b>48</b>	<b>52</b>	<b>57</b>	<b>56</b>
	<b>58</b>	<b>55</b>	<b>61</b>	<b>59</b>
	<b>64</b>	<b>60</b>	<b>63</b>	<b>65</b>
	<b>71</b>	<b>62</b>	<b>68</b>	<b>69</b>
	<b>72</b>	<b>66</b>	<b>75</b>	<b>70</b>
	<b>74</b>	<b>67</b>	<b>77</b>	<b>73</b>
	<b>79</b>	<b>76</b>	<b>78</b>	<b>80</b>
<b>SCORE</b>				
	<b>ACTIVIST</b>	<b>REFLECTOR</b>	<b>THEORIST</b>	<b>PRAGMATIST</b>

## UNDERSTANDING YOUR RESULT

You have four scores ranging from 0 – 20 for the four learning styles. The maximum score for each style is 20 and therefore you might conclude that the highest score indicates your predominant learning style, however this is not necessarily so. You need to view your scores in relation to those obtained by other people who have completed the questionnaire. Norms, as they are called have been calculated for various groups of people – the norms below are based on the scores obtained by 3500 people  
Circle your scores on the table below.

<b>Activist</b>	<b>Reflector</b>	<b>Theorist</b>	<b>Pragmatist</b>	
20	20	20	20	<b>Very strong preference</b>
19				
18		19	19	
17	19			
16		18	18	
15		17		
14				
13	18	16	17	<b>Strong preference</b>
12	17	15	16	
	16			
11	15	14	15	<b>Moderate preference</b>
10	14	13	14	
9		12		
8	13		13	
7	12	11	12	
6	11	10	11	<b>Low preference</b>
5	10	9	10	
4	9	8	9	
3	8	7	8	<b>Very low preference</b>
	7		7	
	6	6	6	
2	5	5	5	
	4	4	4	
	3	3	3	
1	2	2	2	
	1	1	1	
0	0	0	0	

Top 10% of scores  
Next 20% of scores  
Middle 40% of scores  
Next 20% of scores  
Bottom 10%

Very strong preferences  
Strong preferences  
Moderate preferences  
Low preferences  
Very low preferences

# LEARNING STYLES - DESCRIPTIONS

## Activists

Activists involve themselves fully and without bias in new experiences. They enjoy the here and now and are happy to be dominated by immediate experiences. They are open-minded, not sceptical and this tends to make them enthusiastic about anything new. Their philosophy is: 'I'll try anything once'. They tend to act first and consider the consequences afterwards. Their days are filled with activity. They tackle problems by brainstorming. As soon as the excitement from one activity has died down they are busy looking for the next. They tend to thrive on the challenge of new experiences but are bored with implementation and longer term consolidation. They are gregarious people constantly involving themselves with others but, in doing so, they seek to centre all activities around themselves.

In summary, Activists like:

- to think on their feet
- to have short sessions
- plenty of variety
- the opportunity to initiate
- to participate and have fun

## Reflectors

Reflectors like to stand back to ponder experiences and observe them from many different perspectives. They collect data, both first hand and from others, and prefer to think about it thoroughly before coming to any conclusion. The thorough collection and analysis of data about experiences and events is what counts so they tend to postpone reaching definitive conclusions for as long as possible. Their philosophy is to be cautious. They are thoughtful people who like to consider all possible angles and implications before making a move. They prefer to take a back seat in meetings and discussions. They enjoy observing other people in action. They tend to listen to others and get a drift of the discussion before making their own points. They tend to adopt a low profile and have a slightly distant, tolerant unruffled air about them. When they act it is part of a wide picture which includes the past as well as the present and others observations as well as their own.

In summary, Reflectors like:

- to think before acting
- thorough preparation
- to research and evaluate
- to make decisions in their own time
- to listen and observe

## **Theorists**

Theorists adapt and integrate observations into complex but logically sound theories. They think problems through in a vertical, step by step logical way. They assimilate disparate facts into coherent theories. They tend to be perfectionists who won't rest easy until things are tidy and fit into a rational scheme. They like to analyse and synthesise. They are keen on basic assumptions, principles, theories, models and systems thinking. Their philosophy prizes rationality and logic. 'If it is logical, it is good'. Questions they frequently ask are 'Does it make sense?' 'How does it fit?' 'What are the basic assumptions?' They tend to be detached, analytical and dedicated to rational objectivity rather than anything subjective or ambiguous. Their approach to problems is consistently logical. This is their 'mental set' and they rigidly reject anything that does not fit with it. They prefer to maximise certainty and feel uncomfortable with subjective judgements, lateral thinking and anything flippant.

In summary, Theorists like:

- concepts and models
- to see the overall picture
- to feel intellectually stretched
- structure and clear objectives
- logical presentation of ideas.

## **Pragmatists**

Pragmatists are keen on trying out new ideas, theories and techniques to see if they work in practice. They positively search out new ideas and take the first opportunity to experiment with applications. They are the sort of people who return from management courses brimming with new ideas that they want to try out in practice. They like to get on with things and act quickly and confidently on ideas that attract them. They tend to be impatient with ruminating and open-ended discussions. They are essentially practical, down to earth people who like making practical decisions and solving problems. They respond to problems and opportunities as a challenge. Their philosophy is: 'there is always a better way' and 'if it works it is good'.

In summary, Pragmatists like:

- to see the relevance of their work
- to gain practical advantage from learning
- credible role models
- proven techniques
- activities to be real