Learning styles inventory

This inventory is designed to assess your natural strengths/style in learning, thinking, and working. There are no right or wrong answers. All characteristics are equally valuable. The goal of this inventory is to describe your natural strengths, not evaluate them.

**STEP 1:** Below are nine sets of words in rows (labeled A through I). Rank order each set of four words using the numbers 4, 3, 2, and 1 as the following scale indicates:

<table>
<thead>
<tr>
<th>4</th>
<th>3</th>
<th>2</th>
<th>1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Most Describes Me</td>
<td></td>
<td></td>
<td>Least Describes Me</td>
</tr>
</tbody>
</table>

Assign a 4 to the word which BEST describes you, a 3 to the word which next best describes you, a 2 to the next most accurate word, and a 1 to the word that LEAST describes you. Be sure to assign a different rank number to each of the words in the row – there should be no ties.

<table>
<thead>
<tr>
<th>Column 1</th>
<th>Column 2</th>
<th>Column 3</th>
<th>Column 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. ___ discriminating</td>
<td>A. ___ tentative</td>
<td>A. ___ involved</td>
<td>A. ___ practical</td>
</tr>
<tr>
<td>B. ___ receptive</td>
<td>B. ___ relevant</td>
<td>B. ___ analytical</td>
<td>B. ___ impartial</td>
</tr>
<tr>
<td>C. ___ feeling</td>
<td>C. ___ watching</td>
<td>C. ___ thinking</td>
<td>C. ___ doing</td>
</tr>
<tr>
<td>D. ___ accepting</td>
<td>D. ___ risk-taker</td>
<td>D. ___ evaluative</td>
<td>D. ___ aware</td>
</tr>
<tr>
<td>E. ___ intuitive</td>
<td>E. ___ productive</td>
<td>E. ___ logical</td>
<td>E. ___ questioning</td>
</tr>
<tr>
<td>F. ___ abstract</td>
<td>F. ___ observing</td>
<td>F. ___ concrete</td>
<td>F. ___ active</td>
</tr>
<tr>
<td>G. ___ pressure-oriented</td>
<td>G. ___ reflecting</td>
<td>G. ___ future-oriented</td>
<td>G. ___ pragmatic</td>
</tr>
<tr>
<td>H. ___ experience</td>
<td>H. ___ observation</td>
<td>H. ___ conceptualization</td>
<td>H. ___ experimentation</td>
</tr>
<tr>
<td>I. ___ intense</td>
<td>I. ___ reserved</td>
<td>I. ___ rational</td>
<td>I. ___ responsible</td>
</tr>
</tbody>
</table>

**STEP 2:** Record the values for the following columns.

<table>
<thead>
<tr>
<th>Column 1</th>
<th>Column 2</th>
<th>Column 3</th>
<th>Column 4</th>
</tr>
</thead>
<tbody>
<tr>
<td><em><strong>+</strong></em>+<em><strong>+</strong></em>+___</td>
<td><em><strong>+</strong></em>+<em><strong>+</strong></em>+___</td>
<td><em><strong>+</strong></em>+<em><strong>+</strong></em>+___</td>
<td><em><strong>+</strong></em>+<em><strong>+</strong></em>+___</td>
</tr>
<tr>
<td>B</td>
<td>C</td>
<td>D</td>
<td>E</td>
</tr>
</tbody>
</table>

**STEP 3:** Add the above values and record the sum in the spaces below.

<table>
<thead>
<tr>
<th>Column 1</th>
<th>Column 2</th>
<th>Column 3</th>
<th>Column 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>CE</td>
<td>RO</td>
<td>AC</td>
<td>AE</td>
</tr>
</tbody>
</table>
Learning styles inventory definitions

A. **Discriminating** – to show a difference; capable of recognizing fine distinctions
   **Tentative** – hesitating; uncertain; cautious
   **Involved** – including; having an effect on; complex; willing to participate
   **Practical** – having good sense; motivated by action rather than ideals

B. **Receptive** – able, quick, or ready to receive ideas; open to new ideas or concepts
   **Relevant** – concerning or connected with the matter at hand
   **Analytical** – concerned with or capable of reasoning processes
   **Impartial** – without bias

C. **Feeling** – capacity for or ability to react with emotion
   **Watching** – able to observe attentively; look carefully
   **Thinking** – able to reason or ponder
   **Doing** – to perform; produce effort; to act

D. **Accepting** – to regard as true; to receive gladly; to understand or construe
   **Risk-taker** – to take a chance; to venture out
   **Evaluative** – to examine carefully; capable of estimating the importance or significance
   **Aware** – alert; having knowledge; realizing

E. **Intuitive** – possessing sharp insight; perceiving or understanding immediately without reasoning
   **Productive** – constructive in actions; producing much
   **Logical** – reasonable; ability to reason clearly
   **Questioning** – inquisitive; examining or expressing doubt

F. **Abstract** – Concerned with ideas or concepts rather than actual particulars or instances
   **Observing** – watchful; to take notice
   **Concrete** – existing as an actual object, not merely as an idea or as a quality
   **Active** – working hard; busy; energetic

G. **Pressure-Oriented** – focused on an urgent matter; geared toward a compelling influence
   **Reflecting** – to think or consider carefully or seriously
   **Future-Oriented** – focused on what is to come or a time yet to come
   **Pragmatic** – concerned with the practical results or values; concerned with causes/effects – not theories

H. **Experience** – what happens to a person; what is seen, felt, done, or lived through; accumulation of knowledge/skill
   **Observation** – the act, power, or habit of seeing and noting; watching or being watched
   **Conceptualization** – the process of forming an idea or general understanding
   **Experimentation** – trying something new; conducting a test; trying to find out something

I. **Intense** – deeply felt; strenuous exertion; full of vigorous activity or strong feelings
   **Reserved** – set apart or held back; having or showing self-restraint
   **Rational** – able to think or reason clearly
   **Responsible** – trustworthy; reliable; displaying good judgment, sound thinking
Scoring the Learning Styles Inventory

After totaling the ranks for each of the four columns on the inventory survey as instructed, transfer the four raw scores to the diagram below by placing a mark next to the number you scored on each of the four dimensions. Connect these four marks with straight lines. Depending on the placement of your marks, you will see either a three-sided or a four-sided figure.

CE - Concrete Experience

AE - Active Experimentation

RO - Reflective Observation

AC - Abstract Conceptualization
The Egg
A Description of Learning, Thinking, Working Styles

Concrete Experience

- Crisis
- Intuitive
- Adaptable
- Risk taker
- Enthusiastic!
- Entrepreneurial
- Holds up vision
- Seeks possibilities
- Active problem solving
- Loves "the big picture"
- Learns by trial and error
- Leads by energizing people

Helpful
- Sensitive
- Reflective
- Sympathetic
- Brings harmony
- Observes others
- Directed by feelings and emotions
- Tackles problems by reflecting alone, then brainstorming
- Seeks personal meaning

Abstract Conceptualization

- Driven by intellect--
  - What do the experts say?
- Leads by principles and procedures
- Learns by thinking through ideas
- Makes decisions impersonally
- Likes details
- Firm minded
- Planner

How does this work?

Active-experimentation

- Leads by personal forcefulness
- Integrates theory and practice
- Thrives on plans and timelines
- Values strategic thinking
- Seeks analytical solutions to problems
- Limited tolerance for fuzzy ideas
- Productive
- Practical
- Precise
- Steady
- Literal

Reflective-observation

- What?
After discovering other's learning styles, look below to identify what they find painful and satisfying.

<table>
<thead>
<tr>
<th>Painful</th>
<th>Satisfying</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Rigid adherence to an agenda and/or timetable</td>
<td>• A flexible agenda</td>
</tr>
<tr>
<td>• Tentative, cautious people</td>
<td>• Participants looking beyond stated objectives</td>
</tr>
<tr>
<td>• Long monologues</td>
<td>• Strong, spirited interactions and energy</td>
</tr>
<tr>
<td>• Pretense at discussions when decisions have already been made</td>
<td>• Actions based on intuition</td>
</tr>
<tr>
<td></td>
<td>• Open discussion and interaction</td>
</tr>
</tbody>
</table>

**Painful:**
- Leader is insensitive to feelings
- Lack of trust among the group
- Unresolved conflicts
- Not giving consideration to those affected by the group’s decision
- Meetings that have no personal relevance

**Satisfying:**
- Making connections
- Honesty
- Interests are elicited
- Time is allowed for discussion about feelings
- Leader/group provides for consensus building

<table>
<thead>
<tr>
<th>Painful</th>
<th>Satisfying</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Lack of focus, leading to side issues</td>
<td>• A productive, problem-solving environment</td>
</tr>
<tr>
<td>• Venting of emotions</td>
<td>• Exercising common sense</td>
</tr>
<tr>
<td>• Dealing with personalities, not issues</td>
<td>• Using ideas</td>
</tr>
<tr>
<td>• Inattention to practical realities</td>
<td>• Decisions congruent with values</td>
</tr>
<tr>
<td>• Leader does not move to closure</td>
<td>• Achieving closure</td>
</tr>
</tbody>
</table>

**Painful:**
- No agenda
- Leader does not understand the total picture
- No time for preparation
- Insufficient time spent defining the problem
- Lack of clarity as a meeting progresses
- Insufficient information for problem solving or decision making

**Satisfying:**
- Clearly defined issues, tasks, or problems
- Information is based on facts
- Adequate notice and time for prep
- Pros and cons are weighed
- The group stays on task
- An objective perspective, a solid structure
The Stretching Egg
Balancing Our Act

Think through the details:
- Reflect
- Organize
- Seek facts
- Respect details
- Listen without fixing
- Appreciate procedures
- Value strategic thinking
- Slow down when sharing ideas

If you are mostly in this quadrant, you can stretch yourself by trying to:
- Take time to know people
- Respect the process
- Reflect and listen
- Brainstorm ideas
- Be sympathetic
- Develop trust
- Create

Finish Something:
- Organize
- Structure
- Plan ahead
- Be practical
- Act on ideas
- Deal with conflict
- Try something new
- Make quicker decisions
- Think through how something works

If you are mostly in this quadrant, you can stretch yourself by trying to:
- Become comfortable with chaos
- Try it before it's perfect
- Welcome change
- Deal with conflict
- Motivate others
- Share feelings
- Risk

Connect with People:

Do Something: