

40 ITEM LEARNING STYLE QUESTIONNAIRE REPORT



Name: Benjamin Rhodes Ward

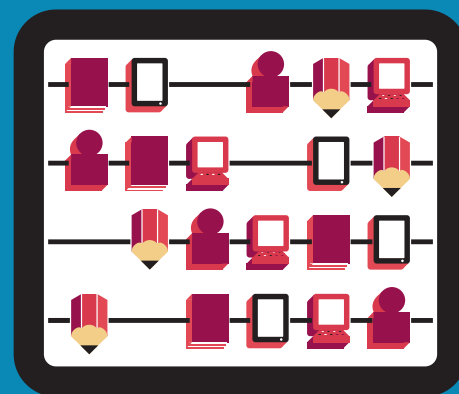
Date: 22/02/2017

PEARSON



INTRODUCTION TO LEARNING STYLES

For most people, formal learning finishes after school or university. However, informal learning, in terms of experience or skills acquired continues throughout your life - this is often not maximised, or even noticed.



How does the LSQ work?

You have responded to 40 statements, of which 10 related to behaviours representing each of the four different styles of learning: Activists, Reflectors, Theorists and Pragmatists.

Each statement you agreed with counts as one point to the related learning style. The more statements you agree with relating to each style, the higher your preference for that type of learning will be.

This report contains results (p.3) and suggestions for action for each style (p.4-5).

It provides an overview of the statements you have most disagreed with and a personal development plan to help you improve less preferred areas (p.6-7).



Knowing your preferred learning style helps you to:

- Match learning opportunities with the way you learn best - making learning more effective and enjoyable.
- Become an all-round learner - increasing your versatility to learn.
- Improve your learning skills and processes - increasing awareness of how you learn opens up the whole process to self-scrutiny.

What is the LSQ?

The Learning Style Questionnaire (LSQ) has been used extensively within industry and academia for over 30 years, to measure learning preferences in people aged 16+.

Developed by Peter Honey and Alan Mumford and based upon David Kolb's Learning Cycle, the purpose of the LSQ model is to help stimulate individuals to think about the way they learn from their experiences.

LEARNING STYLE	TYPE OF LEARNER	LEARNING PREFERENCE
Activists	Hands on	Trial and error
Reflectors	Tell me	Briefed before proceeding
Theorists	Convince me	Clarity – does this make sense?
Pragmatists	Show me	Likes an expert to demonstrate

“Learning to learn is your most important capability since it provides the gateway to everything else you want to develop. How you learn is a key, if not the key life skill.”

DR PETER HONEY

YOUR RESULTS AND SUGGESTIONS FOR ACTION

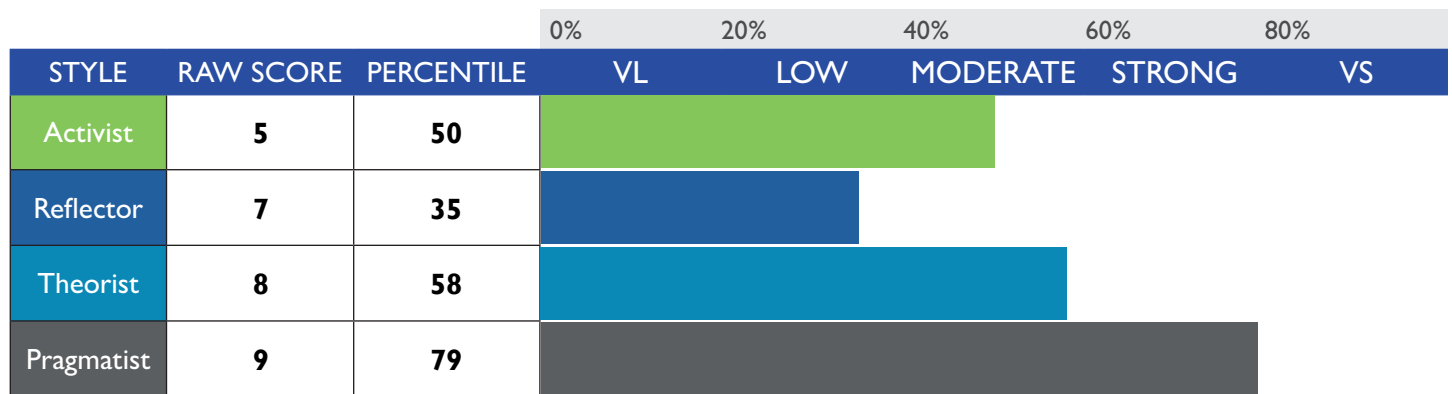
The aim of the *Learning Styles Questionnaire* is to equip you with the skills to be an all-round learner from experience in all four phases of the learning cycle.



Your Results

Below you will find your scores. The **Raw Score** is the actual number of points you have scored for each style. The **percentile** is your score relative to the other people who have completed this questionnaire. For example, if you have a raw score of 5 and a percentile of 65%, this shows that 65% of users have a raw score of equal or less than 5.

The graph illustrates your percentile and the strength of your preference for each style.



Your Suggestions for Action

Your strongest style is Pragmatist. Pragmatists like to see how things work in practice. They enjoy experimenting with new ideas. They are practical, down to earth and like to solve problems. They appreciate the opportunity to try out what they have learned/are learning.

PERCENTILE SCORE

79

With your preference for the PRAGMATIST style:

You will learn most easily when you

- Can see an obvious link between the subject matter and a current problem or opportunity at work.
- Are shown techniques for doing things with obvious practical advantages, eg how to save time, how to make a good first impression, how to deal with awkward people.
- Have the chance to try out and practice techniques with coaching from someone you trust, who is successful and can do the techniques themselves.

You will find it more difficult to learn when

- There is not an immediate benefit to you from undertaking learning.
- There is no practice or clear guidelines on how to do things.
- You feel that people are going round in circles and not getting anywhere fast enough.
- There are political, managerial or personal obstacles to overcome.
- You can't see sufficient reward from the learning activity.

Go to page 7 to explore how you can improve this style

LESS DEVELOPED STYLES

You are best equipped to learn from a wide variety of different experiences if you have more or less equal preferences for all four learning styles. This is because the stages in the learning cycle are equal contributors to the total process of learning from experience.

Your weakest style is Reflector

Reflectors tend to be methodical, thorough and careful. They enjoy gathering data by reading and listening.

PERCENTILE SCORE

35

The implications of having an underdeveloped Reflector style are that you may tend to:

- Rush into things with inadequate preparation and thought for the possible consequences.
- Find it difficult to make time to pause and review experiences/identify lessons learned.
- Become impatient with data collection, reading extensively and listening hard for long periods.
- Not listen to other people's advice and therefore make unnecessary mistakes.
- Happier to engage in thorough preparation prior to decision making/problem solving.
- Prepared to set time aside to think about experiences, clarify lessons learned and plan how to improve.
- More patient with researching a topic, gathering relevant data and generally checking things out.
- More respectful of other people's experiences and a better listener.

Go to page 7 to explore how you can improve this style



Activist

Activists tend to be flexible, open minded and happy to try out new things. They enjoy getting involved and participating with others.

PERCENTILE SCORE

50

The implications of having an underdeveloped Activist style are that you may tend to:

- Be wary of going at risk and having a go at something new.
- Find it difficult to suspend judgement and think outside the box.
- Be suspicious of decisions based more on intuition than on hard data / logic.

So, by developing your Activist style you will be:

- Prepared to take more calculated risks and try something earlier.
- Happier to experiment with new and unfamiliar routines and routines.
- Better able to think brainstorm off-the-top-of-the-head, creative ideas.
- Less dependent on exhaustive data collection prior to making decisions.

Theorist

Theorists tend to be rational and analytical. They like logical structures and to ask probing questions to expose flawed, inconsistent thinking.

PERCENTILE SCORE

58

The implications of having an underdeveloped Theorist style are that you may tend to:

- Prefer short term goals to a long term plan and fail to see the big picture.
- Dislike the discipline of routines and procedures.
- Regard theories, frameworks, and models as being rather academic.

So, by developing your Theorist style you will be:

- Better at questioning and probing inconsistencies and weaknesses in people's arguments.
- More interested in relating your actions to an overall plan.
- More disciplined with tidier, more organised ways of working.
- More tolerant of models and theories and of explaining their potential relevance/usefulness to your work.

Go to page 7 to explore how you can improve these styles

PERSONAL DEVELOPMENT PLAN

<p>Less Developed (Reflector)</p> <ul style="list-style-type: none">· Before taking part in a discussion or meeting, I like to read the appropriate papers and prepare carefully.· I make decisions only after weighing up the pros and cons of different possibilities.· I prefer to base decisions on hard evidence and not to trust a hunch or intuition.	<p>3rd (Activist)</p> <ul style="list-style-type: none">· I quite like taking risks.· I prefer to jump in and do things as they come along rather than plan things out beforehand.· In discussions, I usually come up with lots of spontaneous ideas.· Usually I talk more than I listen.· I find rules and procedures take the fun out of things.
<p>2nd (Theorist)</p> <ul style="list-style-type: none">· I like to check things out for myself rather than take them for granted.· I believe that careful, logical thinking is the key to success.	<p>Most (Pragmatist)</p> <ul style="list-style-type: none">· I find that I can often work out more practical ways of doing things.

THE SIX STEPS TO IMPROVE UNDER PERFORMING LEARNING STYLES:

1 Choose the three statements you would most like to develop from your least preferred style.

2 Note why you selected each one. What is your goal?

3 What will you do to improve each item? How will you develop them?

4 Decide when you will be able to improve each item.

5 Commit to a review date and check your progress.

6 How will you measure your success?

CONTACT US

 0845 630 8888

 info@talentlens.co.uk

 www.talentlens.co.uk

CONNECT

 twitter.com/talentlensuk

 linkedin.com/company/pearson-talentlens-uk