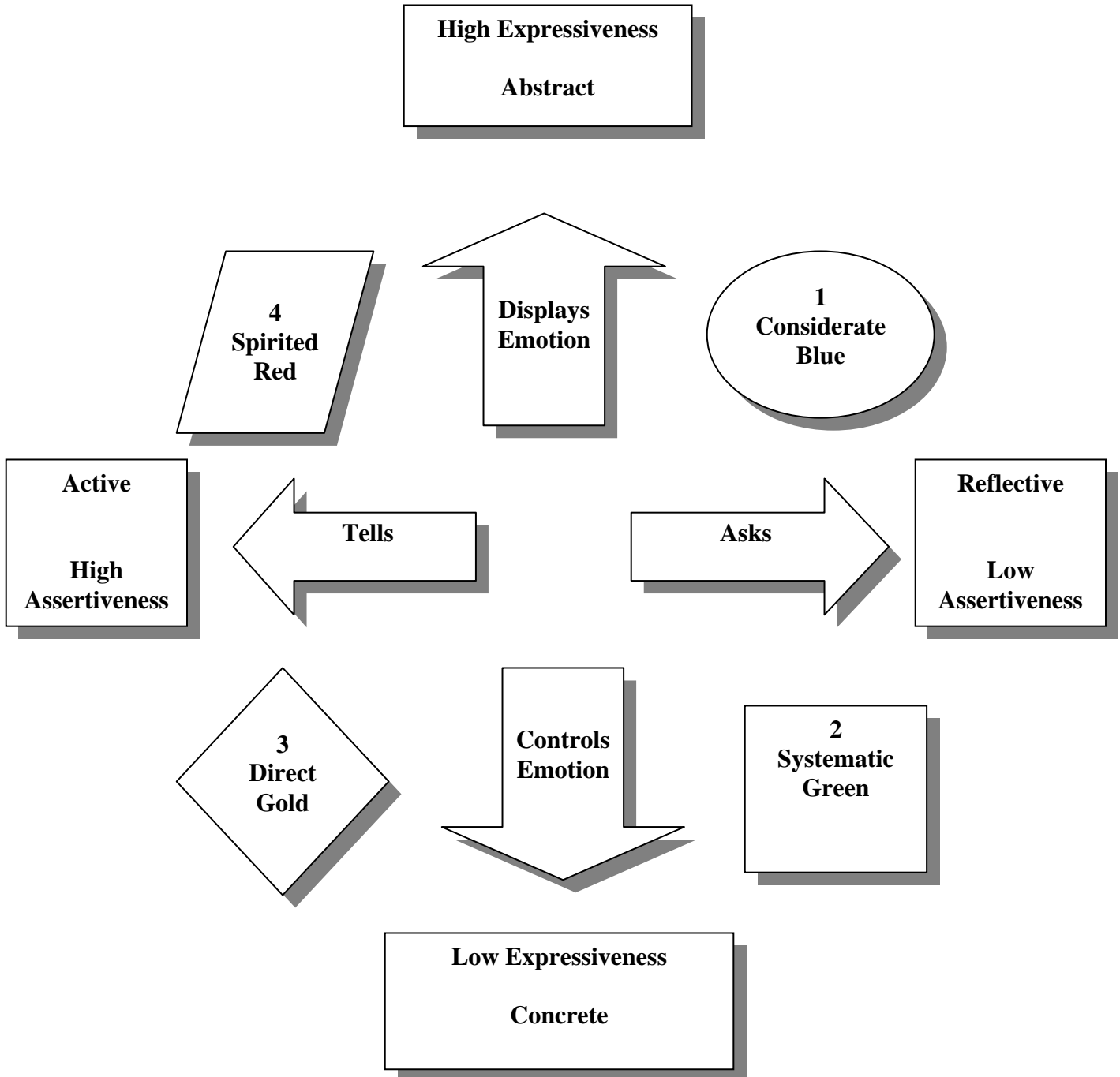






Learning Style Theory



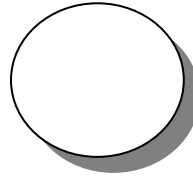
Learning Style Assessment

Respectful <input type="checkbox"/>	Accurate <input type="checkbox"/>	Realistic <input type="checkbox"/>	Insightful <input type="checkbox"/>
Harmonious <input type="checkbox"/>	Inventive <input type="checkbox"/>	Responsible <input type="checkbox"/>	Active <input type="checkbox"/>
Responsive <input type="checkbox"/>	Productive <input type="checkbox"/>	Creative <input type="checkbox"/>	Logical <input type="checkbox"/>
Unique <input type="checkbox"/>	Curious <input type="checkbox"/>	Practical <input type="checkbox"/>	Competitive <input type="checkbox"/>
Determined <input type="checkbox"/>	Tender <input type="checkbox"/>	Concerned <input type="checkbox"/>	Daring <input type="checkbox"/>
Inspirational <input type="checkbox"/>	Complex <input type="checkbox"/>	Procedural <input type="checkbox"/>	Impulsive <input type="checkbox"/>
Vivacious <input type="checkbox"/>	Philosophical <input type="checkbox"/>	Orderly <input type="checkbox"/>	Exciting <input type="checkbox"/>
Consensus <input type="checkbox"/>	Objective <input type="checkbox"/>	Efficient <input type="checkbox"/>	Original <input type="checkbox"/>
Nurturing <input type="checkbox"/>	Dependable <input type="checkbox"/>	Decisive <input type="checkbox"/>	Intuitive <input type="checkbox"/>
Supportive <input type="checkbox"/>	Informed <input type="checkbox"/>	Productive <input type="checkbox"/>	Unique <input type="checkbox"/>
Make a Contribution <input type="checkbox"/>	Acquire Knowledge <input type="checkbox"/>	Solve Problems <input type="checkbox"/>	Create Processes <input type="checkbox"/>
Caring <input type="checkbox"/>	Studious <input type="checkbox"/>	Down-to-Earth <input type="checkbox"/>	Innovative <input type="checkbox"/>
Focus on Relationships <input type="checkbox"/>	Focus on Facts <input type="checkbox"/>	Focus on Goals <input type="checkbox"/>	Focus on Ideas <input type="checkbox"/>
Work Relationships Should support Feelings <input type="checkbox"/>	Work Relationships should be based on facts <input type="checkbox"/>	Work Relationships should be businesslike <input type="checkbox"/>	Work Relationships should support ideas <input type="checkbox"/>
Prefer to address Needs <input type="checkbox"/>	Prefer written evidence <input type="checkbox"/>	Prefer facts over personal feelings <input type="checkbox"/>	Prefer time to discuss ideas <input type="checkbox"/>
Like informality <input type="checkbox"/>	Like systematic Approaches <input type="checkbox"/>	Like well-organized ideas <input type="checkbox"/>	Like Brainstorming <input type="checkbox"/>
Prefer a relaxed Pace <input type="checkbox"/>	Prefer time to Analyze Ideas <input type="checkbox"/>	Prefer a fast pace with a focus on Conclusions <input type="checkbox"/>	Prefer entertaining & fast pace <input type="checkbox"/>
			

Instructions for Learning Style Assessment: *Examine each horizontal row of words. Think about which word most adequately describes you and which word least adequately describes you. Rank order the horizontal list of words utilizing a scale of 1-4. 4 represents the word that most closely describes you, 3 represents the word that next most closely describes you, 2 next most closely and 1 represents the word that least closely describes you. Each horizontal line must have a 1, 2, 3, and 4.*

Scoring the Learning Style Assessment: *When you have completed ranking each horizontal line, add the like columns vertically. Record the vertical column totals in the box to the right of each column's symbol. The highest score represents your preference and so on in descending order. The lowest score represents your least favorite learning preference.*

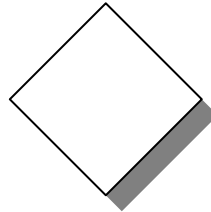
Total Score
TYPE 1



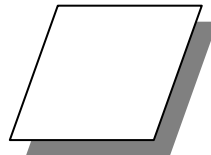
Total Score for
TYPE 2



Total Score for
TYPE 3



Total Score for
TYPE 4



Interpreting the Results of the Learning Style Assessment

Style Type One

At Work: People with this preference have a strong desire to influence others. They believe in leading meaningful and significant lives. They are often found in the helping professions or in communication, education and the arts. They seek harmony in their environment and relationships. They respond to encouragement rather than competition.

As team members: They perceive information abstractly and process it reflectively. They value insightful thinking and excel at viewing experiences from many different perspectives. They are thoughtful and value people and culture. They enjoy observing others and absorb the environment around them. **Their favorite question is why?** Their strength as learners is to provide ideas and innovation. They will seek to bring harmony into the team environment. They sort through information by attempting to bring harmony between the information they are receiving and their values. They believe that learning should enhance the ability to know oneself. They see knowledge as enhancing personal meaning and relationships.

Strategies for Working with a Type One: Involve type one's in discussions. In team meetings they will want an answer to the question why? The Type One team member will respond to activities which help them connect the information in the meeting session with things they know or understand. Remember that the Type One team member is impacted by interactions between the leader, the group, and the individual. Team members should work to include, motivate and engage the type one. Remember to listen to them.

Style Type Two

At Work: These people are conceptual and independent thinkers. They are drawn to careers that pose a challenge and thrive on developing models and exploring ideas. They enjoy building systems and must maintain a feeling of innovation to be satisfied. They enjoy the process of creating, but not necessarily the process of maintaining what they have created.

As Team members: Type Two team members seek knowledge and understanding. They are analytical, global and conceptual. They perceive information concretely and process it reflectively. They form theories and concepts and integrate their observations into what is known. They think sequentially, critique information and collect data. They thrive on compiling facts into coherent theories. They tackle problems with rationality and logic. They exercise authority through persuasion, by knowing the important facts. The Type two team member is impatient with routine, and must respect those who supervise them. They believe that diligence and organization are critical to success. **Their favorite question is what?** They are characterized by their strength in creating concepts and models. They function by thinking things through and seek intellectual recognition.

Strategies for working with a Type Two: Provide them with data and information. Allow them to identify the "big picture." The type two team member is wonderful in group projects where information must be categorized, and concepts or models developed. They thrive on achieving insight when others can't see the forest for the trees. It is important that when working with type two's that the leader be credible and knowledgeable in the topic being discussed. Remember to keep the content mentally stimulating.

Style Type Three

At Work: The Type Three team member is loyal dependable, and prepared. They have a strong sense of what is right and wrong in life. They perceive information concretely and process it actively. They integrate theory and practice. They are pragmatic, "if something works, use it!" They are organized sensible and concrete. They thrive on plans and timelines. Type three team members like for things to begin and end on time. They are often impatient with other learning types who seem to value punctuality less.

As team members: They do not stand on ceremony, but prefer to get right to the point. They are not tolerant of fuzzy thinking, but value strategic thinking. They tend to be physical in their orientation and usually participate in and enjoy physical activities. They are task oriented and ensure that group projects are completed on time. They are attentive to details, respect authority, and follow rules and regulations. **Their favorite question is how does this work?** They value productivity and competence. They believe that team activities should be geared to competence and usefulness. They seek practical applications for what they learn. They like hand-on projects and activities.

Strategies for working with a Type 3: Type threes are usually fairly easy to spot in a team environment, they are the team members who are always on time! To manage the type three team members, make sure meetings, projects, and planned activities start and end on time. The type three sees this behavior as a basic element of respect. Nothing will irritate the type three more than a meeting that is not run efficiently. Working with a type three involves the practical application of ideas. They enjoy factual data gathered from hand-on experience. Information should be presented in a no nonsense skills based fashion. They prefer activities to more passive types of information transfer, but may be impatient with fellow group members with styles that are more abstract. They can sometimes be seen as bossy and inflexible.

Style Type Four

At Work: A type four team member is witty, charming and spontaneous. Variety and excitement in the workplace stimulate them. They are restless with jobs that are routine and structured preferring careers that allow more independence and freedom. They perceive information abstractly and process it actively. They learn by trial and error. They are enthusiastic about new things, are adaptable, and even thrive on change. They often reach accurate conclusions in the absence of logical justification. They are risk

takers, trouble-shooters, and competitors. **Their favorite question is what if?** They thrive on crisis and challenge, and are action oriented.

As team members: They prefer to be given information or an assignment and let loose to do it. They enjoy self-discovery. They enjoy team environments that are fun and activities that are stimulating. They value action, getting things done, and prefer to function by acting and testing experiences. Their goal in teamwork is to bring action to ideas.

Strategies for working with a Type 4: The key to keeping the type four team member happy is to keep them active. Keep team meetings moving at a brisk pace. Cover informational items quickly and utilize style four learners on active agenda items. Allow them opportunities to move, test out ideas, and maintain activity. They will prefer small group work, exercises, or activities to more traditional working formats. They enjoy tackling problems and looking for patterns. They are visionary; appeal to their vision to get them involved in the learning environment.