Learning Preferences Questionnaire

Companion to "Learning Styles"

10 TO 15 MINUTES

HOW TO USE THIS SHEET

1. Each question has four answers, one per line. Rank all four: tick 4 on the line most like you, 3 on the next, then 2, and 1 on the line least like you.
2. One tick per line, and each number used once per question. Answer for how you usually are, not how you would like to be.
3. At the end, add up the numbers you ticked on all the A lines, then all the B lines, C lines and D lines. On the web page and in Acrobat the count is made for you.
4. Read what your counts mean, then answer the two questions at the bottom.

RANK EACH ANSWER	4 most like me	3	2	1 least like me
1 When a problem lands that I do not know how to solve, I first...				
A. talk it through with someone I trust	○	○	○	○
B. watch how others have handled it	○	○	○	○
C. get the facts straight	○	○	○	○
D. try something and adjust	○	○	○	○
2 In a training room, I am most at ease when...				
A. we work in small groups and share stories	○	○	○	○
B. I can listen and take notes	○	○	○	○
C. there is a clear argument to follow	○	○	○	○
D. we practise on a real case	○	○	○	○
3 When the facilitator asks a question I can answer, I...				
A. check how the room is feeling first	○	○	○	○
B. let others go first, then add what is missing	○	○	○	○
C. think it through before I speak	○	○	○	○
D. answer straight away	○	○	○	○
4 In a group discussion, I tend to...				
A. draw the quieter people in	○	○	○	○
B. listen and wait	○	○	○	○
C. test what is being said	○	○	○	○
D. steer us toward a decision	○	○	○	○
5 A session wins me over when it...				
A. lets people say what they really feel	○	○	○	○
B. gives me time to take it in	○	○	○	○
C. holds together logically	○	○	○	○
D. hands me something I can use tomorrow	○	○	○	○

RANK EACH ANSWER	4 most like me	3	2	1 least like me
6 From a speaker, I most want to hear...				
A. stories about real people	○	○	○	○
B. several points of view	○	○	○	○
C. the reasoning behind the claim	○	○	○	○
D. how to actually do it	○	○	○	○
7 The facilitator I trust most...				
A. is warm and present with the room	○	○	○	○
B. lets the room discover things	○	○	○	○
C. knows the subject in depth	○	○	○	○
D. keeps it moving and to the point	○	○	○	○
8 I take information in best...				
A. through a conversation	○	○	○	○
B. through an example I can watch	○	○	○	○
C. through a detailed explanation	○	○	○	○
D. through a short list I can act on	○	○	○	○
9 Something clicks for me when I...				
A. feel what it means for the people involved	○	○	○	○
B. see the pattern across several cases	○	○	○	○
C. understand why it works	○	○	○	○
D. try it myself	○	○	○	○
10 Before a learning programme, the question in my head is...				
A. Who will be there?	○	○	○	○
B. What will I discover?	○	○	○	○
C. Is it worth my time?	○	○	○	○
D. What will I be able to do afterwards?	○	○	○	○
11 After a workshop, I usually...				
A. tell someone about it	○	○	○	○
B. let it settle for a few days	○	○	○	○
C. go back over my notes	○	○	○	○
D. put one thing into practice that week	○	○	○	○

RANK EACH ANSWER	4 most like me	3	2	1 least like me
12 What drains me most in a learning session is...				
A. working alone in silence	○	○	○	○
B. being put on the spot	○	○	○	○
C. role plays that feel artificial	○	○	○	○
D. long discussions that go nowhere	○	○	○	○

YOUR COUNT

Add up the numbers ticked on each letter's lines. Each count falls between 12 and 48, and the four together make 120.

A, FEELERS	B, OBSERVERS	C, THINKERS	D, DOERS

WHAT EACH COUNT DESCRIBES

A, Feelers: You learn through people. Conversation, stories and small groups switch you on; a lecture with no room to share switches you off. Open, loosely structured sessions suit you.

B, Observers: You watch and listen before you join in, and when you speak it is usually to the point. You like hearing several views and finding things out for yourself. Being put on the spot costs you.

C, Thinkers: You want the reasoning: the logic, the evidence, the model. You question vague claims and the point of an exercise, often prefer working alone, and are the most sceptical of role plays.

D, Doers: You learn by doing and want to use it tomorrow. Practice, clear and short content and an active role suit you; long discussions make you impatient.

Your highest count is the way you prefer to learn, not the only way you can. Most people use all four, and a close spread is common.

The more useful reading is the other way round: when you train, brief or coach others, you probably design for your own letter. Look at your lowest count and ask who around you learns that way.

MY HIGHEST AND LOWEST LETTERS

WHO AROUND ME LEARNS IN MY LOWEST LETTER, AND WHAT I WOULD CHANGE FOR THEM