

This questionnaire is designed to find out your preferred learning style(s). Over the years you have probably developed learning 'habits' which help you benefit more from some experiences than from others. Since you are probably unaware of this, this questionnaire will help you pinpoint your learning preferences, so that you are in a better position to select learning experiences that suit your style.

There is no time limit to this questionnaire. It will probably take you 10-15 minutes. The accuracy of the results depend on how honest you can be. There are no right or wrong answers. If you agree more than you disagree with a statement, put a tick by it. If you disagree more than you agree, put a cross. Be sure to mark each item with either a tick or a cross.

- 1 I like to be absolutely correct about things.
- 2 I quite like taking risks.
- 3 I prefer to solve problems using a step-by-step approach rather than guessing.
- 4 I prefer simple, straightforward things rather than something complicated.
- 5 I often do things 'just because I feel like it' rather than thinking about it first.
- 6 I don't often take things for granted. I like to check things out for myself.
- 7 What matters most about what you learn is whether it works in practice.
- 8 I actively seek out new things to do
- 9 When I hear about a new idea I immediately start working out how I can try it out.
- 10 I am quite keen on sticking to fixed routines, keeping to timetables etc.
- 11 I take great care in working things out. I don't like jumping to conclusions.
- 12 I like to make decisions very carefully and preferably after weighing up all the other possibilities first.
- 13 I don't like 'loose-ends', I prefer to see things fit into some sort of pattern.
- 14 In discussions I like to get straight to the point.
- 15 I like the challenge of trying something new and different.
- 16 I prefer to think things through before coming to a conclusion.
- 17 I find it difficult to come up with wild ideas off the top of my head.

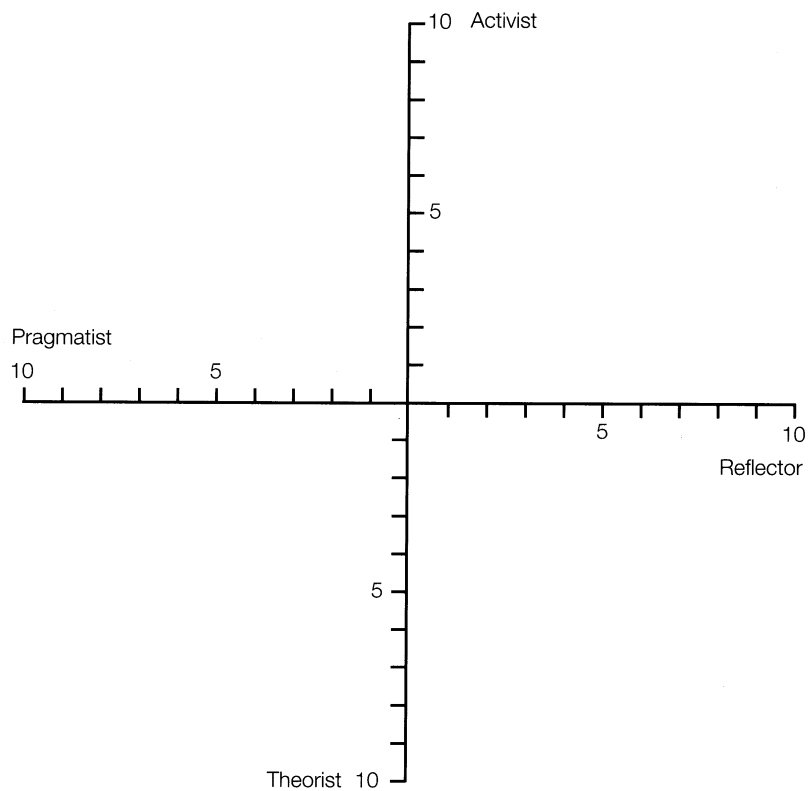
- 18 I prefer to have as many bits of information about a subject as possible, the more I have to sift through the better.
- 19 I prefer to jump in and do things as they come along rather than plan things out in advance.
- 20 I tend to judge other people's ideas on how they work in practice.
- 21 I don't think you can make a decision just because something feels right. You have to think about all the facts.
- 22 I am rather fussy about how I do things—a bit of a perfectionist.
- 23 In discussion I usually pitch in with lots of wild ideas.
- 24 In discussions I put forward ideas that I know will work.
- 25 I prefer to look at a problem from as many different angles as I can before starting on it.
- 26 Usually I talk more than I listen.
- 27 Quite often I can work out more practical ways of doing things.
- 28 I believe that careful logical thinking is the key to getting things done.
- 29 If I have to write a formal letter I prefer to try out several rough workings before writing out the final version.
- 30 I like to consider all the alternatives before making up my mind.
- 31 I don't like wild ideas. They are not very practical.
- 32 It's best to look before you leap.
- 33 I usually do more listening than talking.
- 34 It doesn't matter how you do something, as long as it works.
- 35 I can't be bothered with rules and plans, they take all the fun out of things.
- 36 I'm usually the 'life and soul' of the party.
- 37 I do whatever I need to, to get the job done.
- 38 I like to find out how things work.
- 39 I like meetings or discussions to follow a proper pattern and to keep to a timetable.
- 40 I don't mind in the least if things get a bit out of hand.

Honey & Mumford (1986)

Learning styles questionnaire 1—scoring

For each question you ticked above, put a 1 beside the question number in the columns below. Add up the 1s in each column. For example if you put a 1 next to three question numbers in the activist column, then your activist total is 3.

Activist	Reflector	Theorist	Pragmatist
2	11	1	4
5	12	3	7
8	16	6	9
15	18	10	14
19	21	13	20
23	25	17	24
26	29	22	27
35	30	28	31
36	32	38	34
40	33	39	37
Total:	Total:	Total:	Total:



Learning styles—general 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.

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 indications before making a move. They prefer to take a back seat in meetings and discussions. They enjoy observing other people in action. They listen to others and get the 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.

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's logical, it's good'. Questions they frequently ask are: 'Does it make sense?' 'How does this fit with that?' '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 doesn't fit with it. They prefer to maximise certainty and feel uncomfortable with subjective judgements, lateral thinking and anything flippant.

Pragmatists

Pragmatists are keen on trying out 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's good'.