

Joe Sample
Learning Style Report

Thursday, May 13, 2004

Learning Styles Profile

Introduction

How we learn is an enormous topic that has caused the felling of many trees to accommodate the hundreds of thousands of books and articles that are written on the subject from hundreds of different perspectives. One particular but still very large 'foundational' part of this subject area is learning styles.

Unfortunately, not everyone agrees on a common definition of learning styles. Some prefer to see it as part of overall perception and memory, some see it as part of human cognition and understanding and some see it as a unique human 'stream' of understanding or process for collecting information.

Of course, all 'learners' are not equal. They come in a variety of sizes, shapes and from many cultural backgrounds. In addition, their past experience and existing methods of learning may be very different. Quite apart from differences in general background or culture, some people will like to process information through text, whilst others will want visual support and images. Some will assimilate information individually whilst others will prefer to work in groups. Some will grasp information intuitively and quickly whereas others will prefer to see a strong sequential path and like time to reflect. In the end, the only thing you can say for sure is that every individual learns in their own particular way.

The Learning Styles questionnaire aims to help determine where people's general preferences or natural learning "biases" might lie. Although this is far from an exact science, the simple view is that the more we can understand how we perceive new information or new learning, the better and more successful our learning transfer will be. This means using our whole brain to learn. This is illustrated in the diagram shown on the next page.

Learning Styles Profile

A 'WHOLE' BRAIN APPROACH TO LEARNING

CEREBRAL LEFT

CEREBRAL RIGHT

Interests

- Performance
- Efficiency
- Function
- Value

Type of Person

- Technical
- Intellectual
- Mathematical
- Problem Solver
- Quantifier
- Organizer

Type of Person

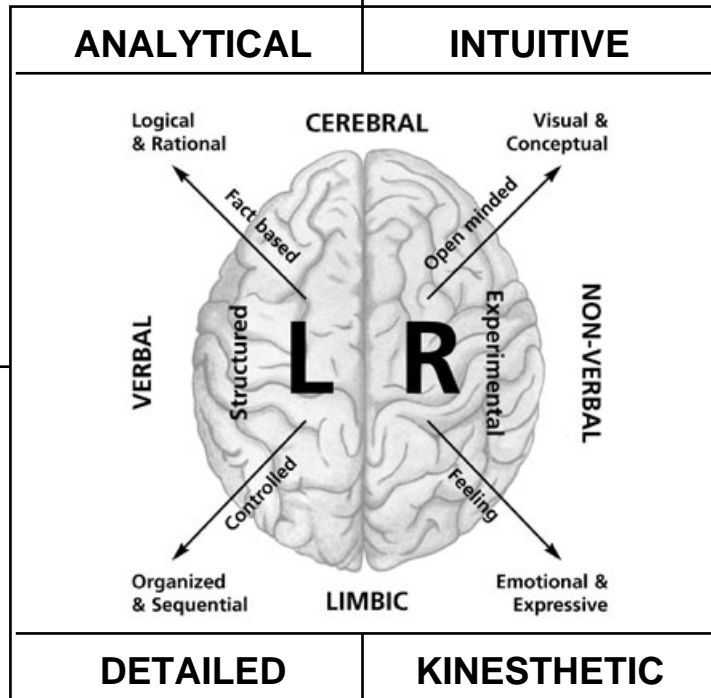
- Visionary
- Risk-taker
- High impulse
- Synthesizer
- Creative
- Artistic

Interests

- Exploration
- Strategy
- Concepts
- Fun

Learns By

- Quiet Reflection
- Ordered offering of facts
- Wholistic models of information
- Logical, planned discussions



Learns By

- Self discovery
- Concept construction
- Discovering hidden possibilities
- Involvement
- Experimental learning

Learns By

- Theory Testing
- Practise
- Sequential presentation of information
- Programmed and structured learning experiences

Learns By

- Listening and sharing ideas
- Harmoniously working together
- High Interactivity
- Open Discussion
- Experiential learning

Interests

- Quality
- Security
- Reliability
- Standards

Type of Person

- Detailed
- Conservative
- Traditional
- Controlled
- Planner
- Evaluator

Type of person

- Soft Hearted
- Personable
- Musical
- Helpful
- Emotional
- Spiritual

Interests

- Love
- People
- Communication
- Selflessness

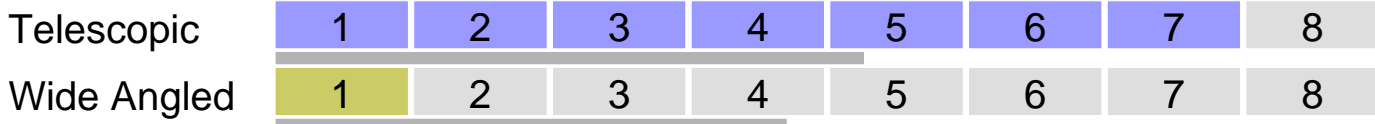
LIMBIC LEFT

LIMBIC RIGHT

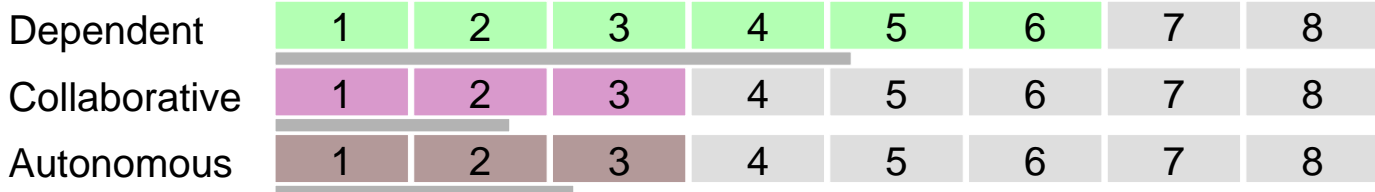
Your Results

Learning Style Profile For: Joe Sample

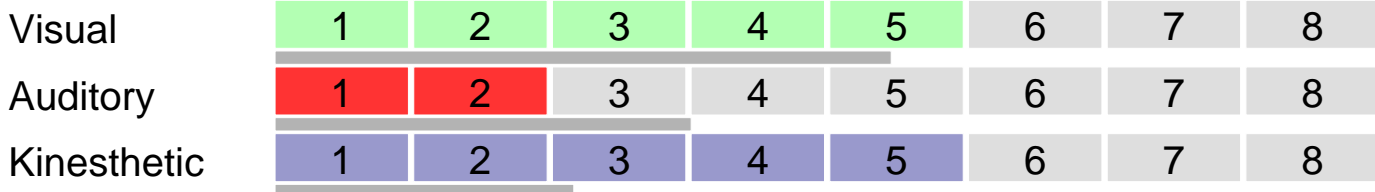
Attending (Motivation to Learn)



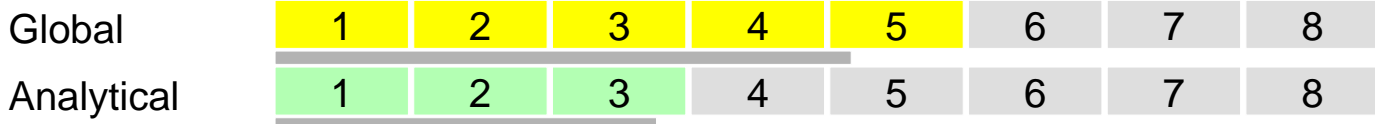
Translating (Learning Reliance)



Relating (Data perception)



Understanding (Information synthesis)



The gray bars above reflect the average score or 'norm' for all individuals that have completed this test instrument in the past.

Learning Styles Profile

USING THE LEARNING STYLES questionnaire TO HELP YOU IN THE FUTURE

This instrument is designed to measure the learning style of an individual in most situations. This is done in four categories of:

- 1. ATTENDING**
- 2. TRANSLATING**
- 3. RELATING**
- 4. UNDERSTANDING**

In this instrument, individuals will 'score' in all four categories and most, if not necessarily all of the subsidiary scales. Lets look at these four categories in more detail:

1. ATTENDING

The ATTENDING category looks at an individual's motivation to learn in the first place and the levels of commitment or concentration they tend to give when new information is presented to them. This category has two subsidiary scales. These are the scales of 'Telescopic' and 'Wide-angled'. Telescopic means that they are generally effective at concentrating and keep their mind on the information being shared without worrying about the physical context much. Wide-angled means that the individual is often easily affected by environmental factors such as noise, low light, and other physical influences that can easily interfere with any information being shared.

2. TRANSLATING

The TRANSLATING category looks at who an individual relies on most in managing the transfer of learning, and to make sense of what they see, hear or sense. This category has three subsidiary scales. These are the scales of 'Dependent', 'Collaborative' and 'Autonomous'. Dependent means that the individual mainly favors relying on the trainer or facilitator for information. Collaborative means the individual mainly favors relying on group discussions or team activities for learning. Autonomous means that self reliance is favored to manage the learning transfer process personally.

3. RELATING

The RELATING category looks at an individual's perception of data or information and how it is related to existing knowledge. This has three subsidiary scales, or 'channels'. These are the scales of 'Visual', 'Auditory', and 'Kinesthetic'. Visual means that the preference is for information that can ideally be seen with the eyes. Auditory means that the preference is for information that can ideally be heard with the ears. Kinesthetic means that the preference is for information that can ideally be physically experienced (mainly through touch, smell or taste).

4. UNDERSTANDING

The UNDERSTANDING category looks at an individual's preferences for synthesizing data or information that they receive. This category has two subsidiary scales. These are 'Global' and 'Analytical'. Global means a preference for understanding at a conceptual or 'big picture' level. Analytical means a preference for understanding at a detailed or 'step by step' level.

Learning Styles Profile

YOUR INDIVIDUAL SCORE

Once you have plotted your individual score, as long as this has been done honestly and accurately, you should be in a position to:

- 1. Review the balance of learning styles that you draw upon (at the moment).**
- 2. Compare your mix of learning styles with other 'average' scores shown on the graph.**
- 3. Consider the implications for your future learning and how you might look to adjust your own approach to look to influence the way that future learning is delivered to you.**

As we said at the outset, there are no 'right' or 'wrong' answers in learning styles. In the final analysis, the essential value in any measurement instrument is in the extent to which it provides a useful indicator of your personal way of operating. This should ideally be helpful in a way that individuals can reflect upon and judge whether any adjustments or changes are necessary or desirable.

By completing this profile, the intensity of your scores should provide a useful basis for such a review to take place. Whatever your results, you may want to reflect on your scores on all of the scales. Consequently, on the pages overleaf, you will find some broad information that you might like to think about in each category.

Learning Styles Profile

INTERPRETING YOUR SCORES ON THE LEARNING STYLE INSTRUMENT

The following pages some general indicators as to both high and low scores in each of the four learning style categories and all ten of the subsidiary scales. These points provide a broad guide as to how an individual might learn or absorb new information given their score (all other things being equal of course).

Your Scores have translated into four main categories. These are:

1. Attending

(How an individual focuses or concentrates on new information or learning: - They can be 'Telescopic' or 'Wide-angled')

2. Translating

(How individuals prefer to manage what they see, hear or sense in the learning environment - They can be 'Dependent', 'Collaborative' or 'Autonomous')

3. Relating

(Which 'channels' individuals like to use most in relating new to old knowledge - They can be 'Visual', 'Kinesthetic' or 'Auditory')

4. Understanding

(How individuals like to Synthesize the learning they receive - They can be 'Global' or 'Analytical')

Learning Styles Profile

ATTENDING

Your Score: Telescopic = 7, Wide-Angled = 1

Attending characteristics focus on how an individual focuses or concentrates on new information or learning. Some individuals have a 'telescopic' perspective. This means that they can focus on the core message without noticing or being distracted by some of the ambient 'interference'. They may miss some of the relevant wider signals however. 'Wide-angled' individuals tend to notice the whole learning environment and can let side issues and distractions interfere with the core message.

	Telescopic (55% of People)	Wide-angled (45% of People)
Physical climate	<ul style="list-style-type: none"> - Is likely to ignore most minor physical distractions without much difficulty - Will seek to adjust their learning climate themselves wherever possible - Usually happy to work in any learning design formats and training room design as long as the course leader can be clearly seen and heard. 	<ul style="list-style-type: none"> - Is likely to find all but the most minor noises and interruptions irritating and distracting. - Will expect the course leader to adjust the whole learning climate to be optimal - Will prefer a comfortable and appropriate learning format and layout with lots of light, air and a room design that is 'fit for purpose'.
Motivation	<ul style="list-style-type: none"> - Telescopic individuals are likely to set their own learning goals or objectives and tell others about them. - Motivation is self generated and paced, and is quickly formed. However, it can just as quickly disappear when not challenged. 	<ul style="list-style-type: none"> - Wide-angled individuals are likely to look for pre-specified holistic learning objectives and goals to be explained early in proceedings - Motivation is driven by a coordinated effort to get the entire learning environment right and not just the content.
Level of concentration	<ul style="list-style-type: none"> - High if there is a clear link with personal desires or aims but potentially low if too much time is taken in 'straying' from the core messages of the learning. - Prefers learning goals and objectives and a clear path to be described to reach them. 	<ul style="list-style-type: none"> - High if the complete training 'event' is managed as a whole and care is taken to deal with all of the learning 'style' issues, (not just trying to 'process' participants). - Prefers learning to be nurtured in many ways with the most appropriate environment possible.

Learning Styles Profile

TRANSLATING

Your Score: Dependent = 6, Collaborative = 3, Autonomous = 3

Translating characteristics focus on individuals preferences for managing their own personal method for translating what they see, hear or sense in a learning environment and make intelligible in terms of their own existing mental models. Dependent learners expect the learning course leader to help them do this most, collaborative learners like to do this by talking about issues raised in groups and autonomous learners like to challenge assumptions and reflect upon information given by themselves.

	The Dependent Learner (52% of people)	The Collaborative Learner (22% of people)	The Autonomous Learner (26% of people)
Overall characteristics	Dependent learners prefer course leader directed information, high structure and clear focus. Lectures or tutorials are, therefore, more favored. Dependent learners tend to like large groups because the learning format has to be more formal.	Collaborative learners tend to favor discussion orientated sessions or small group seminars or even project work that can provide assignments and a chance for social interaction, games, simulations, case studies and role plays are therefore more favored.	The autonomous learner prefers to exercise an influence over the content and structure of the program and see the course leader/facilitator as a broadly guiding resource. Guided reading and distance learning are therefore comfortable formats.
Likes	<ul style="list-style-type: none"> - TUTORIALS - LECTURES - PRESENTATIONS - BULLETINS - MANUALS - PROCEDURES - WORK INSTRUCTIONS - GUIDELINES - OUTLINES - SUMMARIES 	<ul style="list-style-type: none"> - SEMINARS - WORKSHOPS - GROUP DISCUSSIONS - ROLE PLAYS - THINK TANKS - BRAINSTORMING - SESSIONS - PROJECTS - GAMES - SIMULATIONS - CLUBS 	<ul style="list-style-type: none"> - READING - WRITING - DISTANCE LEARNING - SIMULATIONS - ONE TO ONE COUNSELLING - MODELS - INDIVIDUAL - ASSIGNMENTS - LOOSE IDEAS - BIG PICTURE CONCEPTS
Dislikes	<ul style="list-style-type: none"> - CONCEPTUAL MODELS - DOODLES - COMPLEX CHARTS - DATA WITHOUT NOTES - UNSUPPORTED IDEAS/OPINIONS 	<ul style="list-style-type: none"> - WORKING ALONE - NO INTERACTION - LONGLECTURES - INDIVIDUAL READING - DISTANCE LEARNING 	<ul style="list-style-type: none"> - TECHNICAL PRESENTATIONS - DETAILED LECTURES - POLICIES AND PROCEDURE - FIXED PROCEDURES AND WORK INSTRUCTIONS - WORK BOOKS/MANUALS

Learning Styles Profile

RELATING

Your Score: Visual = 5, Kinesthetic = 5, Auditory = 2

Relating characteristics focus on which 'channels' individuals like to use most in relating what is taught to their existing shared knowledge (both in short and long-term memory). The three primary channels are 'Visual', 'kinesthetic' and 'Auditory'. It should be noted that individuals use all three channels, but given a preference, will elect to use one more than the other two.

VISUAL LEARNERS (45% OF PEOPLE)	
<ul style="list-style-type: none"> - When relaxing, prefer to watch a film or video, go to the theatre or read a book. - Prefer to talk to people face to face. - Are often fast thinkers and talkers. - Forget names, remember faces. - If lost or need directions, prefer a map. When inactive, tend to doodle or watch someone/something. - Reward people with a note, letter or card 	<p>Learn best by:</p> <ul style="list-style-type: none"> - Writing down key facts. - Visualizing what they are learning. - Creating pictures/diagrams from what they are learning. - Using time lines, for remembering dates. - Creating their own strong visual links. - Using pictures, diagrams, charts, film, video, graphics, etc
KINESTHETIC LEARNERS (25% OF PEOPLE)	
<ul style="list-style-type: none"> - When relaxing prefer to play games and sport. - Prefer to talk to people whilst doing something else. - Slow talkers, use gestures and expressions. - Shake hands with people they meet. - If lost or need directions, prefer to be shown the way. - Reward people with a pat on the back. Cannot sit still for long periods of time 	<p>Learn best by:</p> <ul style="list-style-type: none"> - Coping demonstrations. - Making models. - Recording information as they hear it, perhaps in a Mind Map. - Walking around, whilst they read. - Underlining/highlighting new information/key points. - Putting key points on to index cards and sorting them into order. - Getting physically and actively involved in their learning.
AUDITORY LEARNERS (30% OF PEOPLE)	
<ul style="list-style-type: none"> - When relaxing, prefer to listen to music or radio. - Prefer to talk to people on the phone. Enjoy listening to others, but impatient to talk; talk in a rhythmic voice. - Forget faces, remember names. - If lost or need directions, prefer to be told. - When inactive, tend to talk to themselves or others. - Reward people with oral praise. 	<p>Learn best by:</p> <ul style="list-style-type: none"> - Hearing a seminar, presentation or explanation. - Reading aloud to themselves. - Reading with emotion or accent. - Making a tape of key points to listen to in the car, whilst ironing, etc. - Verbally summarize in their own words. - Explain the subject to someone else. - Use their own internal voice to verbalize what they are learning

Learning Styles Profile

UNDERSTANDING

Your Score: Global = 5, Analytical = 3

Understanding characteristics focus on how individuals like to ultimately synthesize the learning that they receive and the way in which they extrapolate it for their own theoretical or practical use. The two styles by which most people do this synthesizing is either 'Globally', in which case they are likely to take a big picture and conceptual view and broadly absorb information. 'Analytical' individuals, on the other hand, are likely to make sense of learning by breaking it down logically and in step by step fashion.

GLOBAL	ANALYTICAL
<p>Global Strengths</p> <ul style="list-style-type: none"> - Seeing the big picture - Seeing relationships - Co-operating in group efforts - Reading between the lines - Seeing many options - Paraphrasing - Doing several things at once - Reading body language - Getting others involved 	<p>Analytic strengths</p> <ul style="list-style-type: none"> - Details - Focus - Organization - Remembering specifics - Direct answers - Consistency - Objectivity - Individual competition - Doing one thing at a time
<p>Global Style</p> <ul style="list-style-type: none"> - Often more sensitive to other people's feelings - Flexible - Goes with the flow - Learns by discussion and working with others - Needs reassurance and reinforcement - Future focused and expansive in thinking - Tries to avoid conflict - May skip steps and details 	<p>Analytic Style</p> <ul style="list-style-type: none"> - Likes things ordered in a step-by-step way - Pays close attention to details - Must be prepared - Needs to know what to expect - Often values facts over feelings - Prefers to finish one thing at a time - Rarely becomes personally or emotionally involved - Logical - Finds the facts but sometimes misses the main idea
<p>Global Frustrations</p> <ul style="list-style-type: none"> - Having to explain themselves analytically - Not getting a chance to explain themselves - Not knowing the meaning for doing something - Having to go step-by-step without knowing where they'll end up - Not being able to relate what they are learning to their own situation - Having to show the steps they used to get an answer. 	<p>Analytic Frustrations</p> <ul style="list-style-type: none"> - Having opinion expressed as fact - Not understanding the purpose for doing something - Listening to an overview without knowing the steps involved - Listening to an explanation when all that's needed is a "yes" or a "no" answer - Dealing with generalities - Having to find meaning in all that they learn - Not finishing one task before going to the next

Learning Styles Profile

SUMMARY

Actually evaluating what we hear, see or experience is a complex process for every individual who will bring their own past history, preferences, biases, skills and many other factors to bear in each new situation. However, we have suggested that this mental learning evaluation cycle is a four-step process:

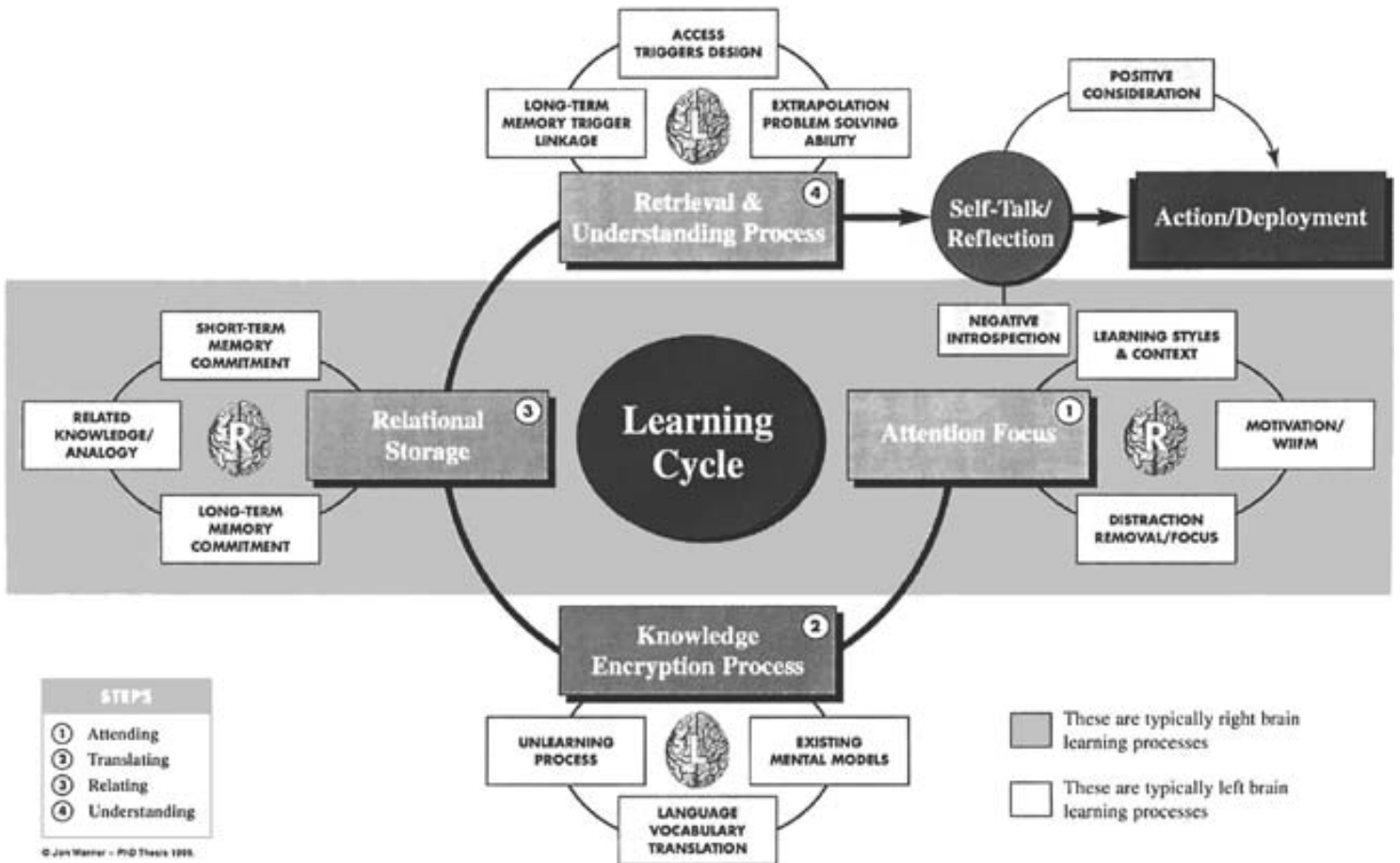
- Step 1** That a pre-condition of learning is an ability on the part of the individual to filter out inhibitors and attend to the subject with their full attention - this is predominantly a right brained activity in which we appraise the broad context within which the information should be evaluated (ATTENDING).
- Step 2** That we need to translate the information in a way that matches our existing knowledge or mental models of the way things work. In some cases, we may have to unlearn something before we can encode or encrypt the new learning to be meaningful - this is predominantly a left brain activity connected with logic and reason (TRANSLATING).
- Step 3** That we need to relate the information to existing patterns or 'blocks' of knowledge in either short or long term memory in order to connect new information with old information in the same place. This is predominantly a right brained activity connected with associated general ideas and relationships (RELATING).
- Step 4** That we need to summarize the new information in connection with the old and to distil it for access and use when we need it. This is predominantly a left brain activity connected with induction and deduction processes (UNDERSTANDING).

This learning evaluation cycle may be traveled in a few seconds in many cases or as much longer times if the information is complex or confusing. If we travel the cycle successfully our "self talk" or internal reflection is positive and we can add to our knowledge and action if we so choose. However, if we stall at any of these steps or travel this cycle with difficulty our self talk may be negative or at least confused and we introspectively travel the cycle again to see if we can work out the problem.

Hopefully, this instrument will have provided some useful guidance to every individual on how they personally travel through these 4 steps in their learning cycle. This model is shown diagrammatically on the page overleaf.

Learning Styles Profile

THE EFFECTIVE LEARNING CYCLE



Learning Styles Profile

PULLING IT ALL TOGETHER Facilitating Learning Transfer

Our simple point in this profile has been that if individuals understand their overall learning cycle and their individual strengths and weaknesses, biases and preferences, they will more readily be able to adjust their whole approach to learning and building knowledge.

As a result, our strategy has been to discuss a number of the learning style theories and concepts that all combine to give every individual a few insights into their own potential characteristics.

Some individuals may still want more information than we have been able to cover. This natural wish to deepen understanding about learning styles is the first step in determining your own personal 'recipe' for effective learning in the future.

Once your level of understanding about the subject is as broad and as deep as you would like it to be, the next step will be to internalize the most relevant information to reflect upon it. This means that it will be useful to consider how much of this thinking fits or is relevant to you and what appeals less or does not seem to apply at all. This means looking at all four of the stages in the Learning Styles questionnaire very carefully and at the results in all ten of the sub-categories.

Because most of the learning style theory and research is based on large groups of people which provides averaged and 'generalized' results, even concepts that have been internalized and accepted may need to be modified. Adapting these concepts to more accurately reflect how people learn or like to be taught individually is therefore the next step in answering effectiveness and applicability.

With any luck, some learning style concepts will be of sufficient interest to individuals to try out or experiment with for themselves. Deploying some of the recommended approaches and activities is therefore the final step in developing the right recipe for an individual to use and gain future benefit. In this sense, it is the ultimate understanding or understanding about ourselves that is suggested to be the most important consideration in managing our learning journey in the future.

Learning Styles Profile

Facilitating Learning Transfer cont..

There are many metaphors and analogies that are often used for the training or the learning process. Such analysis usually reflects that individuals are 'filled up' with information in some way, such as a glass being filled with water. A modern example of this is a computer that progressively fills a floppy or even its hard disk with information until such time as it is full. Unfortunately, whilst we can buy another floppy or larger hard disk when we have more information than space or memory, in human terms, our only alternative is to free up some 'space' in order for new learning to take place - this is typically referred to as what we earlier described to be the 'unlearning' process.

The unlearning process simply means identifying what information or previous training might be now redundant or conflicting with the new and having clear strategies to deal with this. Whilst this is a simple concept in mechanical or non-complex learning (like driving a car) it can become more complex when seeking behavioral type changes.

Kurt Lewin, a social psychologist, writing in the 1940's and 50's, suggested that the most appropriate learning change model should be as follows:



In this model, he simply suggested that, energy should be directed towards clearing the path or un-freezing old habits and notions in the most direct way possible. Hence, in analogous terms the training will only seek to pour new learning into an already full glass of water or full floppy disk. The 'trick' is to 'delete' what is no longer needed or to relate new knowledge to existing knowledge or experience. This cannot happen by accident but must be planned.

There are two ways in which this whole process of effective learning transfer can be planned. Either the learning facilitator or trainer can take account of individual learning styles and vary their delivery styles and formats to optimize the transfer. Alternatively, the individual learner can recognize their own preferred learning styles and make the necessary interventions and adjustments. Whilst both approaches performed together are likely to create the best overall approach, it is the second of these two options that each individual can always control as they seek to learn something new or different. The Learning Style questionnaire simply helps individuals to understand their relative preferences as they learn and to better manage their transfer process in the future.

1. My personal goals to Learn more effectively in the future are :

- a) _____
- b) _____
- c) _____

2. As a result I will make more time to achieve the goals by giving less priority to:

- a) _____
- b) _____
- c) _____

3. Each week I will record my progress by _____

4. My support person(s) will be _____

5. My support person(s) will help me by _____

6. I will use the following methods to maintain my momentum and learn along the way:

- a) _____
- b) _____
- c) _____

7. I will reward myself for achieving my milestones by _____

8. My end reward will be _____

Signed _____ **Dated** _____