



Feedback Report

The Learning Styles Indicator

Version I

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introduction

"Anyone who stops learning is old, whether at twenty or eighty".

Henry Ford

"The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn."

Alvin Tofler

We all have preferences for what we learn and how we learn it. For example, some of us prefer to learn in a hands-on and practical way while others enjoy working with abstract theories and complex ideas. Some people prefer to learn by experimenting and others like to use their imagination to guide what they learn.

What this means is that each one of us will naturally have his or her own preferred way of going about any particular learning task. What it also means though is that for each one of us, some types of learning will be more difficult than others. If we are practically inclined, then learning through theory and abstract ideas will be more difficult. If our preference is to learn by accumulating factual information, then when we are asked to use our imagination and insight to think of new ideas, this could be more challenging and difficult.

To put this differently, we each have our own preferred 'learning style' and the purpose of the Learning Styles Indicator is to help you discover which learning style you personally prefer. This can help you in finding ways of learning which suit your style and which will help you to learn most effectively.

However, a further purpose of the Learning Styles Indicator is to help you become aware of alternative styles which are different from your own preferred style. Sometimes in life, we have no choice. Our education or our job may require that we take a different approach.

So to know what we are naturally good at can also help us to know what we are less good at and can show us how we may need to develop our learning skills in order to cope with a variety of different learning tasks and learning content.

When reading your results, do bear in mind that:

These are only suggestions and only define what you seem most comfortable with - not necessarily what you are good at.

Everyone can adapt his/her style to fit different circumstances - although some people find it easier to adapt than others.

Sometimes your answers do not give a clear-cut pattern and so the ideas and suggestions below may not always fit closely - so feel free to identify those that fit and to question those that don't.

If you find yourself questioning the accuracy of the report, before rejecting the suggestions, it can be useful to imagine that they are true for some part of your life. Ask yourself in what situations they might be true or whether they may have been true when you were younger.

The four basic learning styles

The Learning Styles Indicator assumes that there are four basic learning styles: Clarifier, Innovator, Activator and Explorer and these are described briefly below.

Clarifier

- learning in a structured and systematic way
- paying attention to details and facts
- absorbing as much information as possible
- learning via an orderly process with milestones
- posing questions to clarify what has to be learnt and making sure that everything has been considered

Innovator

- using insight and innovation to solve complex problems
- generating new ideas and alternatives
- exploring and developing theories to help understanding
- dealing with abstract concepts rather than practical realities
- taking time to reflect and time to read, research and think
- identifying core issues and inter-relationships

Activator

- emphasising the practical applications of what is learnt
- taking a common-sense and matter-of-fact approach
- focussing on action and a realistic appraisal of the situation
- organising facts, situations and people in order to deliver results
- avoidance of “woolly” thinking and procrastination
- attending to immediate and practical issues and details

Explorer

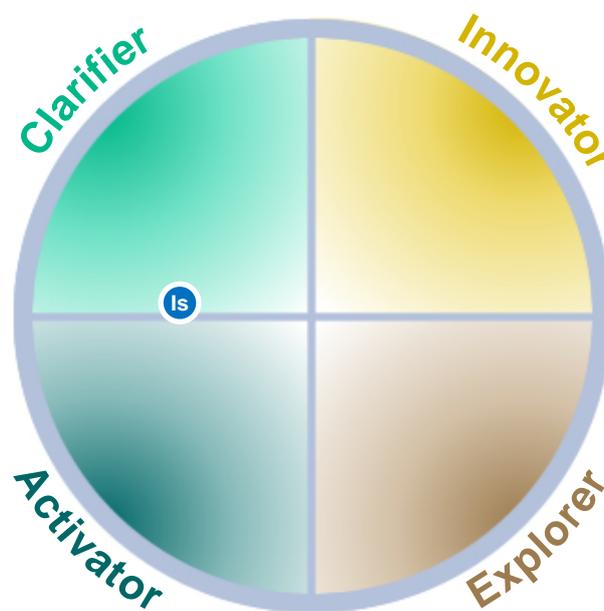
- focussing on the “big picture” rather than the details
- valuing alternatives and being flexible
- valuing inspiration as a source of ideas
- being creative and trying out new things
- seeing variety and change
- learning via active discovery
- continuing to ask questions and refusing to accept simple answers

Remember that no one learning style is 'better' than the others. Nevertheless, a given style may be better suited to a particular learning task than other styles. Also, although you may have a preference for one of the four learning styles, this does not mean to say you are unable to make use of the others.

a summary of your results



Your answers to the questionnaire help to identify which of the four basic learning styles you prefer most. In the diagram below, the blue circle shows your preference.



The closer the blue circle is to the darker coloured regions of the diagram, the clearer your preference is for the learning style in question. As the colours get lighter towards the borders with the other styles, it means that your preference is less clear. Also, if the blue circle is close to the border with another style it may mean that you enjoy (or use) the other style as well – or that you are currently undecided.

The diagram shows that you have a preference for the 'Clarifier' style and, as a consequence, your least preferred style is likely to be the one opposite which is the 'Explorer' style.

The following pages provide a more detailed description of your preferred learning style.

Further Headings

Results

Thinking more about your results

Development Exercises

We hope you have seen enough to understand the quality of this report that you will receive after completing the Learning Styles Indicator questionnaire. If you are interested in the complete report or in discussing your interest further (remember that there are various different reports that can be generated by the questionnaire), then you are welcome to get in touch by filling in the [Contact Form](#). In any case we would be delighted to get your feedback and to discuss your thoughts and reactions.