Feedback Report

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Обратная связь

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Bericht

HayGroup

Learning Style Inventory

Sample Person

Sample Client

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Introduction

This component will help you understand your learning style as it is portrayed in your Learning-Style Inventory (LSI) Profile. It will also help you:

- see how learning style relates to problem-solving;
- learn strategies for improving your learning skills; and
- find out which careers relate to the various learning styles.

Your Learning Style Inventory Profile

The ability to learn is the most important skill - or set of skills - that anyone can acquire. And it is an ability that can be improved once its components are understood. The LSI is a simple test, the results of which (your LSI Profile) help you understand your strengths and weaknesses as a learner. It measures how much you rely on each of the four basic learning modes that are involved in the process of learning, or what we call the learning cycle.

In order to be an effective learner, one needs to make appropriate transitions from learning mode to learning mode. That is, one must "shift" from learning through feeling, to learning by watching and listening, to learning through thinking and analyzing, to learning by doing. We all approach learning from different places in this cycle because we all tend to rely on some of these learning modes more readily than others. Effective learning involves the use of all the modes (and, in fact, many new learning experiences require us to apply the full cycle of learning modes more than once in order to fully master what is to be learned).

Once you have learned from your LSI Profile which of these learning modes you rely on most, i.e., where your strengths in the learning cycle are, you can improve your effectiveness as a learner by using those strengths when you are called upon to learn. More important, you can become a more effective learner by improving your use of those learning modes you tend to underuse. The LSI Profile will also allow you to see which type of learning style descrives you, given your particular set of strengths and weaknesses, along the learning cycle.

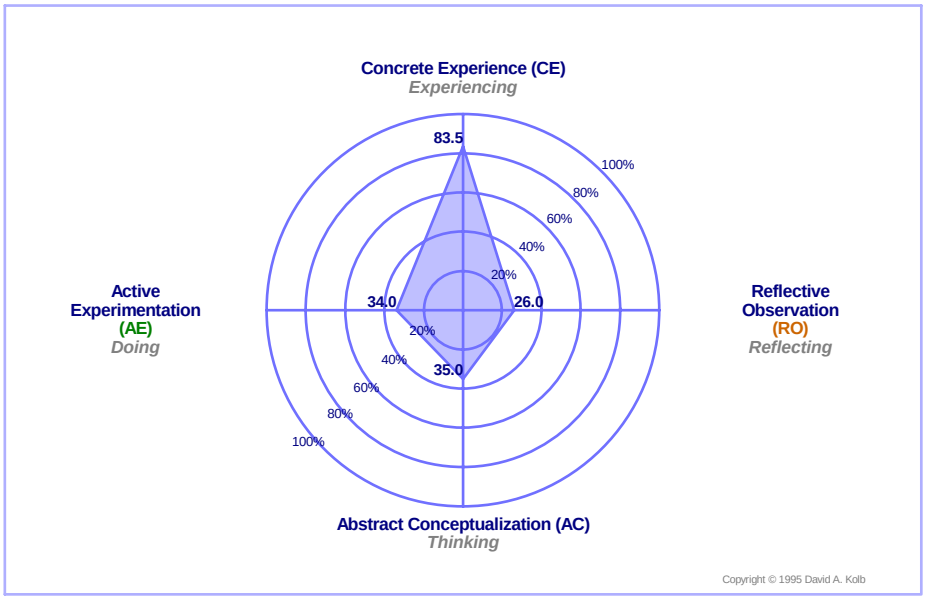
Remember, the LSI does not measure your learning preferences with 100% accuracy. It does, however, give you a general idea of how you view yourself as a learner. You can find out more about how you learn by gathering information from other sources - your friends, instructors, and co-workers.

Introduction

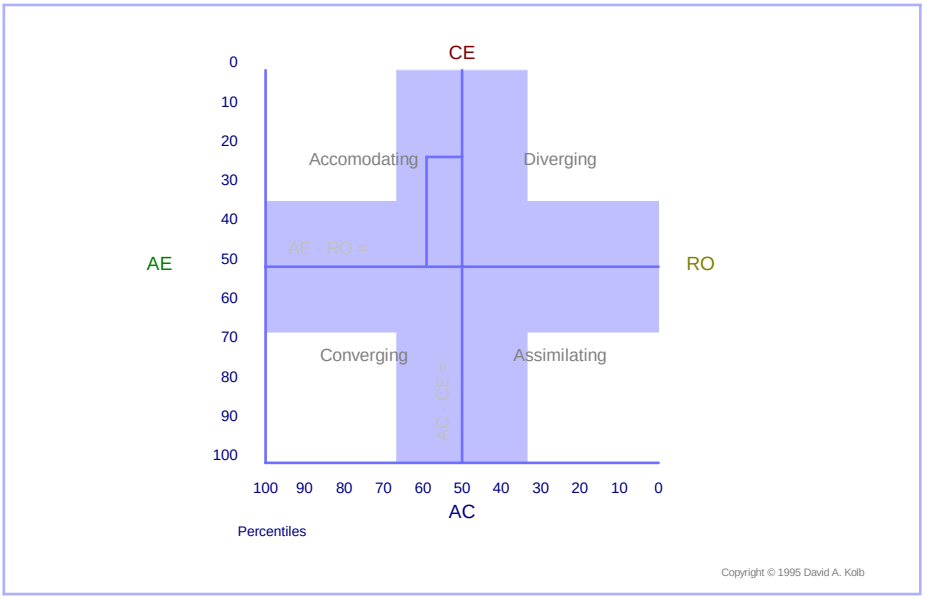
On the next page are your LSI graphs you will receive. The first one shows the degree to which you rely on, or your relative preference for, each of the four learning modes. The second graph indicates the learning style that best applies to you based on your combined learning mode scores.

LSI Feedback

Learning Style Inventory: Graph1



Learning Style Inventory: Graph2



The Learning Cycle: Its Four Learning Modes

As we have said, the learning cycle comprises four basic modes of learning. These can also be thought of as stages within the cycle, since learning involves "shifting" from one mode to another. What follows are explanations of each of these four learning modes or stages, which are:

- Concrete Experience;
- Reflective Observation;
- Abstract Conceptualization; and
- Active Experimentation.

Concrete Experience (CE)

This learning mode, or stage of the learning cycle, emphasizes learning though personal involvement with people in everyday situations. In a learning situation, you would tend to rely more on your feelings than on a systematic approach to problems and situations. You would rely on your ability to be open-minded and adaptable to change. This mode can be characterized as:

Learning through Feeling

- Learning from direct experiences
- Relating to and understanding people
- Being sensitive to people's feelings

Reflective Observation (RO)

In this learning mode, or stage of the learning cycle, people try to understand ideas and situations from differing points of view. In a learning situation you would rely on patience, objectivity, and information gathering but would not necessarily take any action. You would also rely on your own thoughts and feelings to form opinions. This can be characterized as:

Learning by Watching and Listening

- Careful observation before making a judgement
- Viewing things from different perspectives
- Looking for the meanings of things

The Learning Cycle: Its Four Learning Modes

Abstract Conceptualization (AC)

In this learning mode, or stage, learning involves using logic and ideas, rather than feelings, to understand problems or situations. Typically, you would rely on systematic planning and would develop theories and ideas to solve problems. This mode can be characterized as:

Learning by Thinking

- Logical analysis of ideas
- Systematic planning
- Acting on an intellectual understanding of a situation

Active Experimentation (AE)

Learning in this mode, or stage, takes an active form - experimenting with influencing or changing situations. You would rely on a practical approach and a concern with what really works, as opposed to watching or analyzing a situation. You would value getting things done and seeing the results of your influence and ingenuity. This mode can be characterized as:

Learning by Doing

- Getting things done
- Risk-taking
- Influencing people and events through action

Learning Styles

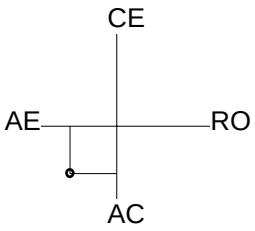
Now that you have read the descriptions of Concrete Experience, Reflective Observation, Abstract Conceptualization, and Active Experimentation, you may have discovered that no single learning mode entirely describes your learning style. This is because each person's learning style is a *combination* of basic learning modes. Consequently, a learning situation often pulls us in several directions.

Understanding your learning-style type - its strengths and weaknesses - is a major step toward increasing your learning power and getting the most from your learning experiences.

By combining your scores on the Learning Style Graph, you can see which of four *learning-style types* best describes you. Are you:

- an Accommodator?
- a Diverger?
- a Converger? or
- an Assimilator?

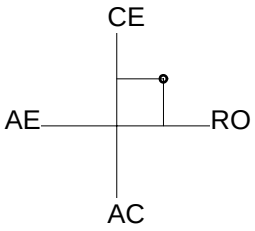
The following descriptions will help you find out.



Converger

- Combines learning modes of Abstract Conceptualization and Active Experimentation

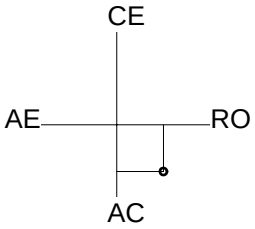
People with this learning style (convergence) are best at finding practical uses for ideas and theories. If this is your preferred learning style, you have the ability to solve problems and make decisions based on finding solutions to questions or problems. You would rather deal with technical tasks and problems than with social or interpersonal issues. These learning skills are important for effectiveness in specialist and technology careers.



Diverger

- Combines learning modes of Concrete Experience and Reflective Observation

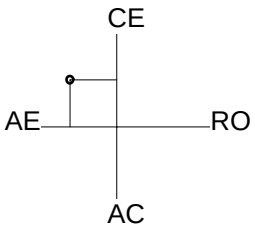
People with this learning style (divergence) are best at viewing concrete situations from many different points of view. Their approach to situations is to observe rather than take action. If this is your style, you may enjoy situations that call for generation a wide range of ideas, such as brainstorming sessions. You probably have broad cultural interests and like to gather information. This imaginative ability and sensitivity to feelings is necessary for effectiveness in the arts, entertainment, and service careers.



Assimilator

- Combines learning modes of Abstract Conceptualization and Reflective Observation

People with this learning style (assimilation) are best at understanding a wide range of information and putting it into concise, logical form. If this is your learning style, you probably are less focused on people and more interested in abstract ideas and concepts. Generally, people with this learning style find it more important that a theory have logical soundness than practical value. This learning style is important for effectiveness in information and science careers.



Accommodator

- Combines learning modes of Concrete Experience and Active

People with this learning style (accommodation) have the ability to learn primarily from “hands-on” experience. If this is your style,you probably enjoy carrying out plans and involving yourself in new and challenging experiences. Your tendency may be to act on intuitive feelings rather than on logical analysis. In solving problems,you may rely more heavily on other people for information than on your own technical analysis. This learning style is important for effectiveness in action-oriented careers such as marketing or sales.

Using the Learning Cycle to Help Solve Problems

Understanding your learning style can make you an effective problem solver. Successfully solving a problem, either personal or job-related, requires developing and using the following problem-solving skills:

- choosing a model or goal
- comparing the model or goal with reality
- identifying the differences between the model/goal and reality, i.e.,the problems
- selecting a problem to solve
- seeing different solutions
- evaluating possible results of solutions
- selecting a solution
- implementing the solution

Different pieces of solving the problem must be approached in different ways (i.e., from different learning modes). If you rely heavily on Concrete Experience, you may find that you can easily identify problems that need to be worked on or solved. However, you may need to increase your ability to evaluate possible solutions, using the Abstract Conceptualization mode. Or you may find that your strong points rest with carrying out or implementing solutions, the Active Experimentation mode. If this is so, you may need to work on carefully selecting the problem, using the Reflective Observation mode.

Improving Your Learning and Problem-Solving Skills

You can improve your ability to learn and solve problems in three ways:

- Establish developmental and working relationships with people whose learning strengths and weaknesses are the opposite of yours.
- Improve the fit between your learning-mode and -style strengths and the kinds of learning and problem-solving experiences you face.
- Practice and develop learning skills in your areas of weakness.

First Strategy

Develop supportive relationships.

This is the easiest way to improve your learning skills. Recognize your own learning-style strengths and build on them. At the same time, value other people's different learning styles. Also, don't assume that you have to solve problems alone. Learning power is increased by working with others. Although you may be drawn to people who have similar learning skills, you'll learn better and experience the learning cycle more fully with friends and co-workers who have opposite learning skills.

How?

If you have an abstract learning style, like a Converger, you can learn to communicate ideas better by associating with people who are more concrete and people-oriented — like Divergers. A person with a more reflective style can benefit from observing the risk-taking and active experimentation of someone more active — such as an Accommodator.

Second Strategy

Improve the match or fit between your learning style and your life situation.

This is a more difficult way to achieve better learning performance and life satisfaction.

How?

There are a number of ways to do this. For some people, this may mean a change of career or job, or a move to a new field where they feel more at home with the values and skills required of them. Most others can improve the match between their learning style and tasks by reorganizing their priorities and activities. They can concentrate on those tasks and activities that lie in their areas of learning strength and rely on other people in their areas of learning weakness.

Improving Your Learning and Problem-Solving Skills

Third Strategy

Become a flexible learner.

You can do this by strengthening your learning weaknesses. This strategy is the most challenging, but it can be the most rewarding. By becoming flexible, you will be able to cope with problems of all kinds. And, you will be more adaptable in changing situations. Because this is harder, it involves more time and tolerance for your own mistakes and failures.

How?

- Develop a long-term plan. Look for improvements and payoffs over months and years, rather than right away.
- Look for safe situations in which to practice.Find situations that test your new skills but do not punish you for failure.
- Reward yourself — it is hard work.

References

Endnote

The Learning-Style Inventory is based on several tested theories of thinking and creativity. This is reflected in its terminology. Assimilation and Accommodation originate in Jean Piaget's definition of intelligence as the balance between the process of adapting concepts to fit the external world (accommodation) and the process of fitting observations of the world into existing concepts (assimilation). Convergence and Divergence are the two essential creative processes identified by J.P. Guilford's structure-of-intellect model.

Additional Readings

1. Kolb,David A.(1984), *Experiential Learning: Experience as the Source of Learning and Developmen*. Englewood Cliffs, NJ: Prentice-Hall. The theory of experiential learning,with applications to education, work, and personal development. Contains information on the validity of the Learning-Style Inventory.

2. Kolb,David A.and Donna Smith (1985), *User Guide for the Learning-Style Inventory*. Boston: McBer and Company,Inc. A manual for teachers and trainers.

3. Baker, Richard, Nancy Dixon, and David A.Kolb (1985),*Personal Learning Guide*. Boston: McBer and Company, Inc. A practical guide to increasing one's learning from a training program or course of study. Includes the Learning-Style Inventory. Available in training and college editions.

4. *Bibliography of Research on Experiential Learning and the Learning-Style Inventory* (1985), Boston:McBer and Company, Inc. References to recent studies.

