Mentoring: Learning Styles Questionnaire

*Please complete this and bring results with you to Mentoring course.*

This questionnaire is designed to find out your preferred learning style(s).

Over the years you have probably developed learning “Habits” that help you benefit more from some experiences more than others. Since you are probably unaware of this, this questionnaire will help you pinpoint your learning preference so that you are in a better position to select learning experiences that suit your style.

Sharing this information can be highly beneficial for a mentee as it allows a mentor to plan developmental activities and to understand their mentee’s learning preferences and behaviours.

If you are a mentor, completing this questionnaire will provide you with insights into your own learning traits.

When mentors and mentees share this information, it has been found to build camaraderie, rapport and trust – essential components of good mentoring.

There is no time limit to this questionnaire. Answer instantly and don’t revise your answers. It should take you 5 minutes.

The accuracy of the results depends 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 by it (X).

Be sure to mark each item with either a tick or a cross.

- 1. I have strong beliefs about what is right and wrong, good and bad
- 2. I often act without considering the possible consequences
- 3. I tend to solve problems using a step-by-step approach
- 4. I believe that formal procedures and policies restrict people
- 5. I have a reputation for saying what I think, simply and directly
6. I often find that actions based on feelings are as sound as those based on careful thought and analysis.

7. I like the sort of work where I have time for thorough preparation and implementation

8. I regularly question people about their basic assumptions

9. What matters most is whether something works in practice

10. I actively seek out new experiences

11. When I hear about a new idea or approach I immediately start working out how to apply it in practice.

12. I am keen on self-discipline such as watching my diet, taking regular exercise, sticking to a fixed routine etc.

13. I take pride in doing a thorough job

14. I get on best with logical, analytical people and less well with spontaneous, irrational, people

15. I take care over the interpretation of data available to me and avoid jumping to conclusions

16. I like to reach a decision carefully after weighing up many alternatives.

17. I’m attracted more to novel, unusual ideas than practical ones

18. I don’t like disorganised things and prefer to fit things into a coherent pattern

19. I accept and stick to laid down procedures and policies so long as I regard them as an efficient way of getting the job done

20. I like to relate my actions to a general principle

21. In decisions I like to get straight to the point

22. I tend to have distant, rather formal relationships with people at work

23. I thrive on the challenge of tackling something new and different

24. I enjoy fun-loving, spontaneous people

25. I pay meticulous attention to detail before coming to a conclusion.

26. I find it difficult to produce ideas on impulse
27. I believe in coming to the point immediately
28. I am careful not to jump to conclusions too quickly
29. I prefer to have as many sources of information as possible - the more data to think over the better
30. Flippant people who don’t take things seriously enough usually irritate me
31. I listen to other people’s points of view before putting my own forward
32. I tend to be open about how I’m feeling
33. In discussions I enjoy watching the manoeuvrings of the other participants
34. I prefer to respond to events on a spontaneous, flexible basis rather than plan things out in advance
35. I tend to be attracted to techniques such as network analysis, flow charts, branching programmes, contingency planning etc.
36. It worries me if I have to rush out a piece of work to meet a tight deadline
37. I tend to judge people’s ideas on their practical merits
38. Quiet thoughtful people tend to make me feel uneasy
39. I often get irritated by people who want to rush things
40. It is more important to enjoy the present moment than to think about the past or future
41. I think that decisions based on a thorough analysis of all the information are sounder than those based on intuition
42. I tend to be a perfectionist
43. In discussions I usually produce lots of spontaneous ideas
44. In meetings I put forward practical realistic ideas
45. More often than not, rules are there to be broken
46. I prefer to stand back from a situation and consider all the perspectives
47. I can often see inconsistencies and weaknesses in other people’s arguments
48. On balance I talk more than I listen
49. I can often see better, more practical ways to get things done.
☐ 50. I think written reports should be short and to the point
☐ 51. I believe that rational, logical thinking should win the day
☐ 52. I tend to discuss specific things with people rather than engaging in social discussion
☐ 53. I like people who approach things realistically rather than theoretically
☐ 54. In discussions I get impatient with irrelevancies and digressions
☐ 55. If I have a report to write I tend to produce lots of drafts before settling on the final version
☐ 56. I am keen to try things out to see if they work in practice
☐ 57. I am keen to reach answers via a logical approach
☐ 58. I enjoy being the one that talks a lot.
☐ 59. In discussions I often find I am the realist, keeping people to the point and avoiding wild speculations
☐ 60. I like to ponder many alternatives before making up my mind
☐ 61. In discussions with people I often find I am the most dispassionate and objective
☐ 62. In discussions I’m more likely to adopt a ‘low profile’ than to take the lead and do most of the talking
☐ 63. I like to be able to relate current actions to a longer term bigger picture
☐ 64. When things go wrong I am happy to shrug it off ‘put it down to experience’
☐ 65. I tend to reject wild, spontaneous ideas as being impractical
☐ 66. It’s best to think carefully before taking action
☐ 67. On balance I do the listening rather than the talking
☐ 68. I tend to be tough on people who find it difficult to adopt a logical approach
☐ 69. Most times I believe the end justifies the means
☐ 70. I don’t mind hurting people’s feelings so long as the job gets done
☐ 71. I find the formality of having specific objectives and plans stifling
☐ 72. I’m usually one of the people who puts life into a party
☐ 73. I do whatever is expedient to get the job done
☐ 74. I quickly get bored with methodical, detailed work
☐ 75. I am keen on exploring the basic assumptions, principles and theories
    underpinning things and events
☐ 76. I’m always interested to find out what people think
☐ 77. I like meetings to be run on methodical lines, sticking to a laid down agenda,
    etc
☐ 78. I steer clear of subjective or ambiguous topics
☐ 79. I enjoy the drama and excitement of a crisis situation
☐ 80. People often find me insensitive to their feelings

PLEASE CHECK YOU HAVE COMPLETED ALL QUESTIONS BEFORE
PROCEEDING TO THE NEXT PAGE.
LEARNING STYLES QUESTIONNAIRE

SCORING SHEET

You score one point for each item you ticked (✓).

There are no points for items you crossed (x).

Simply indicate on the list below by placing a tick (✓) beside the question numbers that you agreed with in the questionnaire.

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Totals

Activist  Reflector  Theorist  Pragmatist

Please mark your scores on the grid overleaf to see your dominant learning style(s).
Mark your scores on the axes above and join the dots

1. My dominant learning style is:
2. My secondary learning style is:
3. The area I operate least in is:

You will find out on the Mentoring programme what this is likely to mean for you and those whom you mentor

N.B.: PLEASE BRING THIS TO THE MENTORING COURSE