KOLB'S LEARNING STYLE INVENTORY

A Self Assessment Instrument

INSTRUCTIONS

Purpose:

The Kolb Learning Style Inventory describes the way you learn and how you deal with ideas and day-to-day situations.

How to use it:

- 1. SENTENCES: Below are 12 sentences with a choice of four endings. Rank the endings for each sentence according to how well you think each one fits with how you would go about learning something. Try to recall some recent situations where you had to learn something new, perhaps in your job.
- 2. RANK: Using the spaces provided, rank order each sentence ending, starting with a "4" for the sentence that best describes how you learn, down to a "1" for the sentence ending that seems the least like the way you would learn. Be sure to rank all the endings for each sentence unit. No two endings in a set can be given the same ranking.

4 = MOST descriptive of you 1 = LEAST descriptive of you

- 3. REACT: In ranking the words, use your first impression. **There are no right or wrong answers.** The real you is best revealed through a first impression. Analysing each group will obscure the real you. Do not answer as you WISH you were or as you think you SHOULD be, just answer as you honestly think you are.
- 4. PROCEED: Continue to rank all twelve sentences, one at a time.
- 5. TIME: The ranking should take no more than 5 minutes.
- 6. NEXT: When you have finished ranking, go to the SCORING GUIDE

SENTENCES

1. When I learn	I like to deal with my feelings	I like to watch and listen	I like to think about ideas	I like to be doing things.
2. I learn best when	I trust my hunches and feelings	I listen carefully and watch	I rely on logical thinking	I work hard to get things done
3. When I am learning	I have strong feelings and reactions	I am quiet and reserved.	I tend to reason things out	I am responsible about things
4. I learn by	feeling	watching	thinking	doing
5. When I learn	I am open to new experiences	I look at all sides of an issue	I like to analyse things, break them into their parts	I like to try things out
6. When I am learning	I am an intuitive person	I am an observant person	I am a logical person	I am an active person
7. I learn best from	personal relationships	observation	rational theories	a chance to try and practice
8. When I learn	I feel personally involved	I take my time before acting	I like ideas and theories	I like to see results from my work
9. I learn best when	I rely on my feelings	I rely on my observations	I rely on my ideas	I can try things out for myself
10. When I am learning	I am an accepting person	I am a reserved person	I am a rational person	I am a responsible person
11. When I learn	I get involved	I like to observe	I evaluate things	I like to be active
12. I learn best when	I am receptive and open-minded	I am careful	I analyse ideas	I am practical
Total Score				

SCORING GUIDE

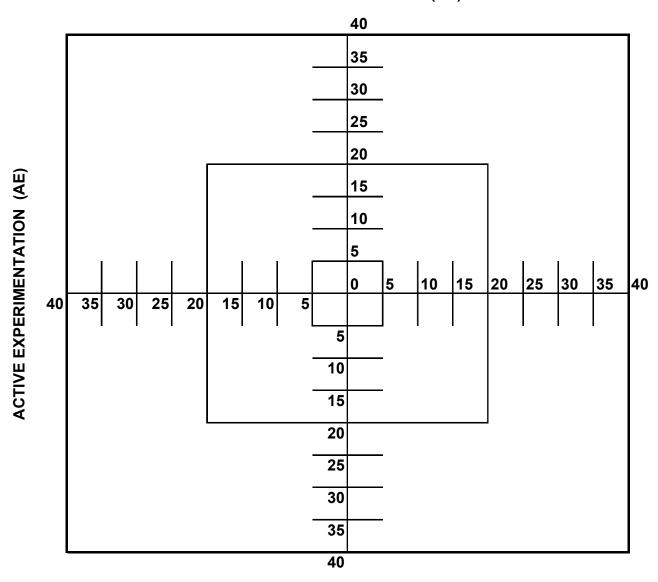
- 1. Add the numbers in each box down each column. Put that total in the box in the Total Score row.
- 2. Check: the combined total scores must be 120. If it is not, recheck your scoring.

GRAPHING THE LEARNING STYLE GRID

- 1. On the vertical axis pointing toward 12 o'clock (Concrete Experience) place a large dot by the number which corresponds to your total score in column 1.
- 2. On the horizontal axis pointing toward 3 o'clock (Reflective Observation) place a large dot by the number which corresponds to your total score in column 2.
- 3. On the vertical axis pointing toward 6 o'clock (Abstract Conceptualisation) place a large dot by the number which corresponds to your total score in column 3.
- 4. On the horizontal axis pointing toward 9 o'clock (Active Experimentation) place a large dot by the number which corresponds to your total score in column 4.
- 5. Join the four dots to form a four-sided figure. You now have a graphic representation of your dominant (27-40 points), intermediate (16-26 points) and low (10-15 points) style.
- 6. When you have completed this, give a copy of your completed Learning Style Grid (without your name on it) to the Programme Co-ordinator.
- 7. Keep a copy of the full package (including the original of your Learning Style Grid) and bring it to the first session at the end of May.

LEARNING STYLE GRID

CONCRETE EXPERIENCE (CE)



ABSTRACT CONCEPTUALISATION (AC)