

Learning / Thinking / Working Styles

There are nine sets of four words listed below. Rank order each set of four words assigning a 4 to the word which best characterizes you, a 3 to the word which next best characterizes you, a 2 to the next most characteristic word, and a 1 to the word that is least characteristic of you. Be sure to assign a different rank number to each of the four words in each set. Do not make ties.

- | | | | |
|-------------------------|----------------|----------------------|--------------------|
| 1. ___discriminating | ___tentative | ___involved | ___practical |
| 2. ___receptive | ___relevant | ___analytical | ___impartial |
| 3. ___feeling | ___watching | ___thinking | ___doing |
| 4. ___accepting | ___risk-taker | ___evaluative | ___aware |
| 5. ___intuitive | ___productive | ___logical | ___questioning |
| 6. ___abstract | ___observing | ___concrete | ___active |
| 7. ___pressure-oriented | ___reflecting | ___future-oriented | ___pragmatic |
| 8. ___experience | ___observation | ___conceptualization | ___experimentation |
| 9. ___intense | ___reserved | ___rational | ___responsible |

FOR SCORING ONLY

| | | | |
|----------|----------|----------|----------|
| CE _____ | RO _____ | AC _____ | AE _____ |
| 234578 | 136789 | 234589 | 136789 |

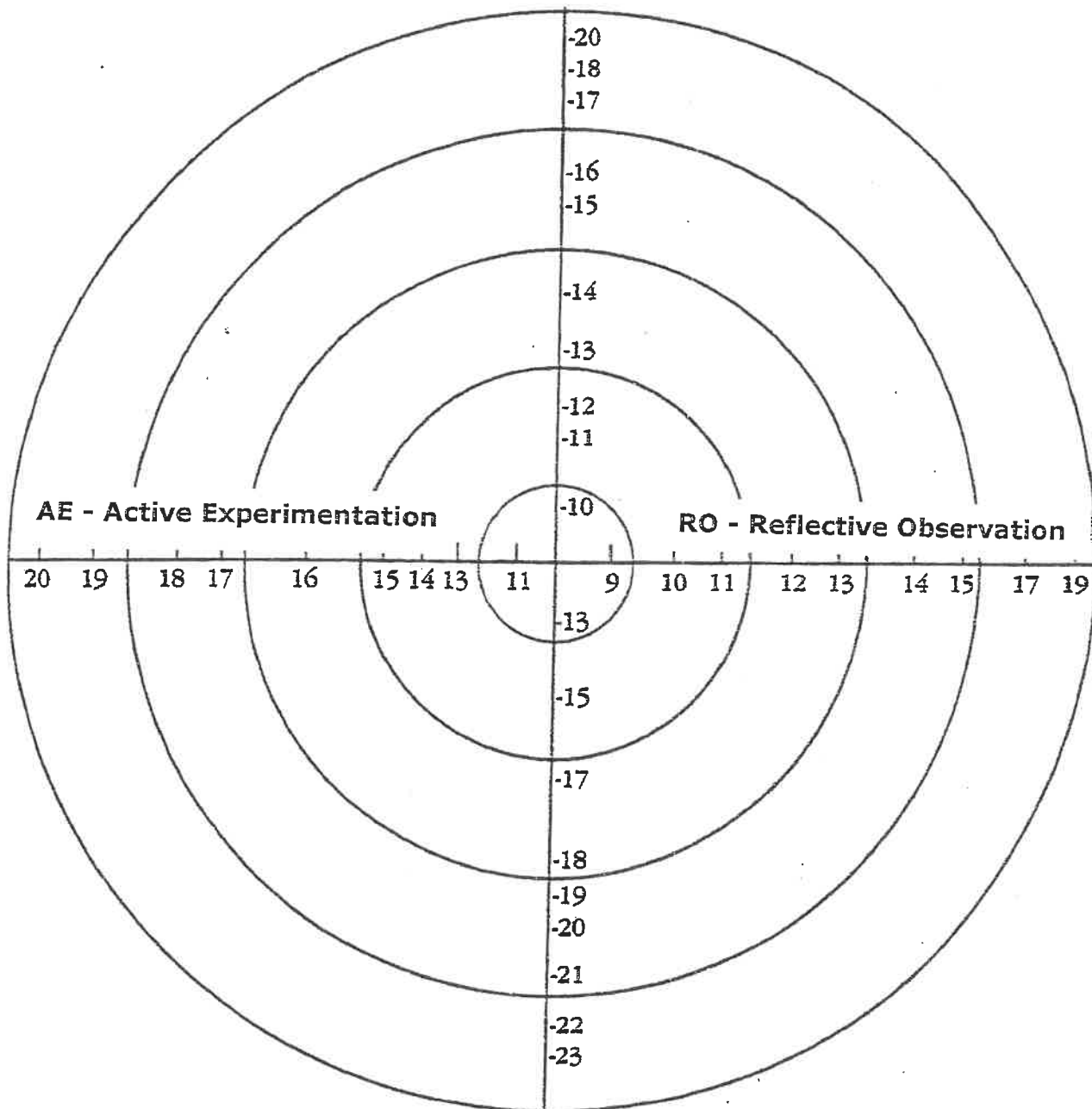
Learning Styles Definitions

- Abstract** – concerned with ideas or concepts rather than actual particulars or instances
- Accepting** – to understand or construe
- Active** – working hard or with energy; busy, energetic or effective
- Analytical** – concerned with or based on analysis; using analysis as a method or process
- Aware** – having knowledge, realizing
- Conceptualization** – the process of making or forming an idea
- Concrete** – existing as an actual object, not merely as an idea or as a quality
- Discriminating** – to show a difference in treatment
- Doing** – action, performance or execution
- Evaluative** – capable of estimating the importance
- Experience** – what happens to a person, what is seen, felt, done or lived through
- Experimentation** – the act of trying in order to find out something
- Feeling** – the capacity for emotion
- Future-Oriented** – geared toward what is to come
- Impartial** – without bias
- Intense** – full of vigorous activity or strong feelings
- Intuitive** – perceiving or understanding immediately and without reasoning
- Involved** – include, to have an effect on
- Logical** - reasonable
- Observation** – the act, power or habit of seeing and noting
- Observing** – watchful
- Practical** – having good sense
- Pragmatic** – concerned with the practical results or values
- Pressure-oriented** – geared toward a compelling influence or force
- Productive** – producing much
- Questioning** - inquisitive
- Rational** – able to think or reason clearly
- Receptive** – able, quick or ready to receive ideas
- Reflecting** – to think carefully
- Relevant** – bearing upon or connected with the matter at hand
- Reserved** – set apart, having or showing self-restraint
- Responsible** – trustworthy, reliable
- Risk taker** – one who takes chance of possible loss
- Tentative** – hesitating
- Thinking** - reasoning
- Watching** – to look carefully or attentively

Scoring the Learning Styles Inventory

After totaling the ranks for each of the four columns on the inventory survey as instructed, transfer the four raw scores to the diagram below by placing a mark next to the number you scored on each of the four dimensions. Connect these four marks with straight lines. Depending on the placement of your marks, you will see either a three-sided or a four-sided figure.

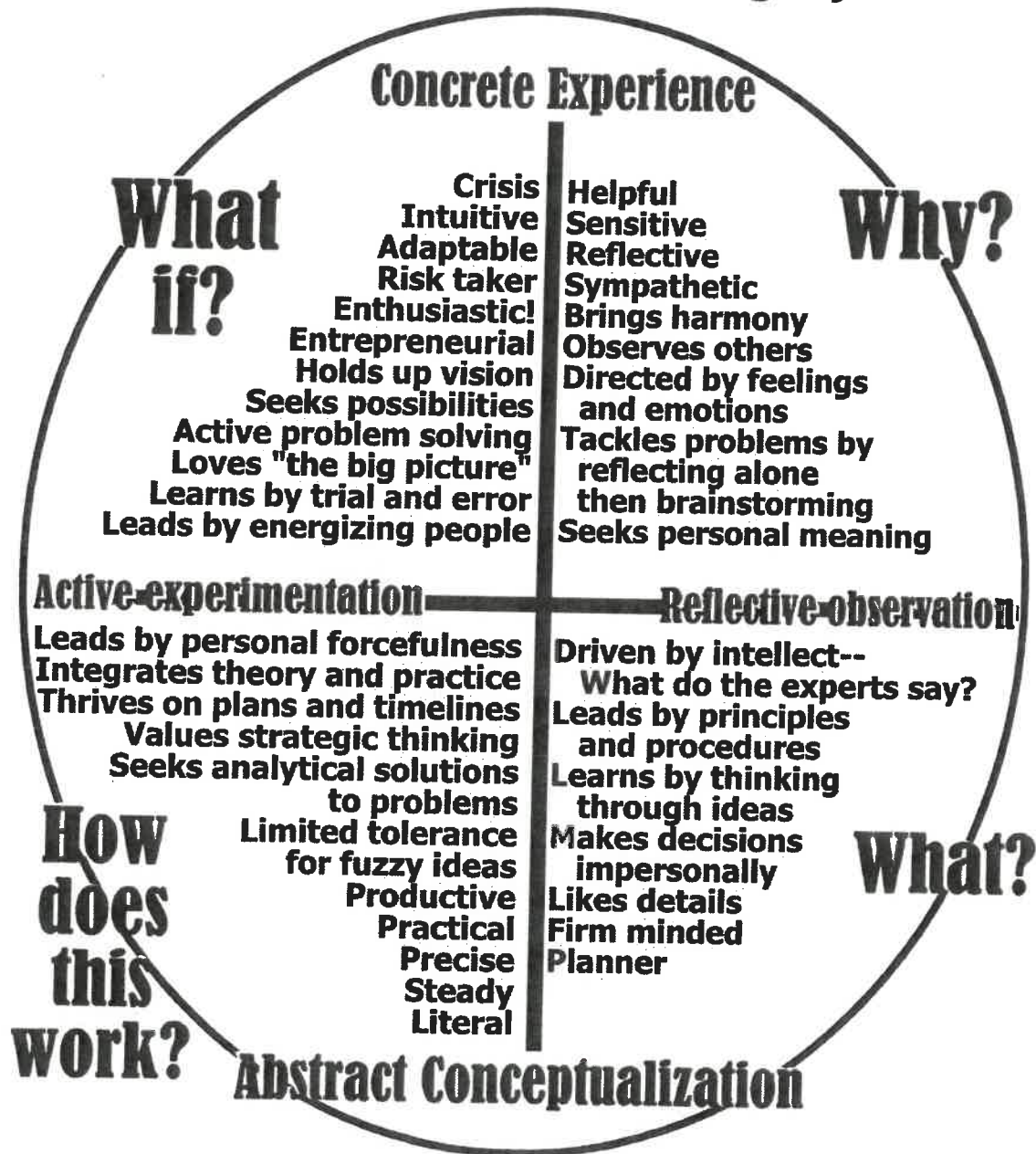
CE - Concrete Experience



AC - Abstract Conceptualization

The Egg

A Description of
Learning, Thinking, Working Styles



"The Stretching Egg" — Balancing Our Act

**THINK
THROUGH
THE
DETAILS**

**FINISH
SOMETHING**

If you live in this quadrant, your "work-out" must include:

If you live in this quadrant, your "work-out" must include:

Slow Down When Sharing Ideas.

Organize

Seek Facts

Value strategic thinking

Listen without fixing

RESPECT DETAILS

Reflect

Appreciate Procedures

Make quicker decisions

BE PRACTICAL!

Try Something New!!

Organize ♦ Structure

Act On Ideas

Think through how something works

Plan Ahead

Deal with conflict

Respect the Process

Take time to know people

CREATE!!

Brainstorm Ideas

Reflect ♦ Listen

**Be Sympathetic
Develop Trust**

WELCOME CHANGE!

Think of people

Motivate others

Become comfortable with chaos

RISK!!

DEAL WITH CONFLICT

TRY IT BEFORE IT IS PERFECT

Share Feelings

CONNECT WITH PEOPLE

DO SOMETHING

If you live in this quadrant, your "work-out" must include:

If you live in this quadrant, your "work-out" must include: