

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 frompersonal 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 learnI 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)

