

## The Initiating learning style

### Learning strengths

Committing yourself to objectives  
Seeking new opportunities  
Influencing and leading others

### Learning challenges

Controlling the impulse to act  
Listening to others' views  
Impatience

The initiating style is characterized by the ability to initiate action in order to deal with experiences and situations. It involves *Active Experimentation (AE)* and *Concrete Experience (CE)*.

If your learning style is Initiating you are likely to:

- Prefer to learn from hands-on experience and real life situations
- Be willing to jump in and try out new and challenging experiences
- Volunteer for leadership on tasks
- Be able to act quickly and decisively in a changing environment without being caught in excessive deliberations
- Be comfortable thinking on your feet
- Be willing to take risks and able to identify new opportunities and generate possibilities for success at work and in life in general
- Take initiative in starting new projects, putting ideas into practice and identifying a new course of action
- Learn best by tuning into the present circumstances and less from reflections about past event or planning for future actions
- Have the tendency to action 'gut' feelings rather than on logical analysis, relying on others for information more than on your own technical analysis
- Be seen as spontaneous, energetic, persuasive, and courageous
- Thrive in dynamic learning situations where you can work with others to get assignments done, set goals and try out different approaches to completing a project
- Prefer teachers who take the role of coach or mentor in helping you learn from your life experiences

## The Experiencing learning style

### Learning strengths

Building deep personal relationships  
Strong intuition focused by reflections and action  
Open to new experiences

### Learning challenges

Understanding theory  
Systematic planning  
Critical evaluation

The Experiencing style is characterized by the ability to find meaning from deep involvement in experience. It draws on *Concrete Experience (CE)* while balancing *Active Experimentations (AE)* and *Reflective Observation (RO)*.

If your learning style is Experiencing, you are likely to:

- Learn from your deep involvement in your life experiences and contexts
- Rely on your feelings and reactions to people and situations to learn
- Be sensitive to other people's feelings and particularly adept in building meaningful relationships
- Be open minded and accepting, which can lead to difficulty in making independent judgments
- Be innovative and unconventional in your approach to problem-solving
- Approach a problem intuitively rather than logically and to seek validation later through reflection and action

- Be seen as sensitive, empathetic, helpful, and intuitive
- Prefer learning situations which are rich in interactions and ongoing communications with your friends and co-workers
- Enjoy working in groups, but also need time to work along to get things done
- Seek out constructive feedback on your progress at work and in your personal life
- Want to build and maintain a persona relationship with your teacher

## The **Imagining** learning style

### **Learning strengths**

Awareness of people's feelings and values  
Listening with an open mind  
Imagining the implications of ambiguous situations

### **Learning challenges**

Decision making  
Taking leadership

The Imagining style is characterized by the ability to imagine possibilities by observing and reflecting on experiences. It combines the learning steps of *Concrete Experience (CE)* and *Reflective Observation (RO)*.

If your learning style is Imagining, you are likely to:

- Learn by stepping back to observe and reflect on your experiences and feelings
- Have the ability to see things from many different points of view
- Demonstrate sensitivity to people's feelings
- Be able to consider diverse opinions and views and bridge the differences
- Be comfortable with ambiguity and avoid seeing situations in black and white
- Approach situations by observing rather than taking action
- Be a good listener, able to recognize patterns in events, relationships and group interactions and make sense of what they mean
- Have broad cultural interests and enjoy gathering information
- Be good at imagining the implications and possibilities of a particular course of action and at creating alternative paths and approaches
- Be seen as caring, accepting, creative, sensitive, and open-minded
- Learn by working in groups where there is open and free flowing conversation through which you can gather information, listen with an open mind and receive personal feedback
- Enjoy situations that call for generating a wide range of ideas, such as brainstorming sessions
- Appreciate teachers who take a facilitating role and are sensitive and creative

## The **Reflecting** learning style

### **Learning strengths**

Understanding others' points of view  
Seeing 'what's going on' in situations  
Converting intuitions into explicit explanations  
Gathering information

### **Learning challenges**

Taking action  
Rumination  
Speaking up in groups

The Reflecting style is characterized by the ability to connect experience and ideas through sustained reflection. It draws on *Reflective Observation (RO)* while balancing *Concrete Experience (CE)* and *Abstract Conceptualisation (AC)*.

If your learning style is Reflecting, you are likely to:

- Use observation and reflection as your primary basis for learning
- Enjoy situations that call for generating different alternatives and perspectives and identifying problems
- Have a keen sense of observation and be able to make sense of and recognize the deeper meaning that underlies events, facts, and people's interactions
- Have the capacity for deep reflection while balancing the ability to engage in both feelings and thoughts
- Value the process of talking about your reflections with others to debrief events
- Organize information or analyse data in a manner that is meaningful and orderly
- Excel in creating processes that produce healthy communication and effective outcomes when working with teams and organisations
- Be good at coming up with creative ideas and solutions to problems, but prefer leaving the implementation to others
- Be sensitive to people's feelings, thoughts and needs and able to find common ground by bringing together different ideas and perspectives
- Be seen as a quiet, insightful, thorough, sensitive and deep
- Thrive in learning situations which are rich in dialogue and discussions, but also feel comfortable learning from lectures, independent projects and from reading
- Need time to reflect and make sense of your experience on your own
- Value teachers who provide opportunities for individual and group reflection and who are open to exploring ideas

## The **Analysing** learning style

### **Learning strengths**

Organising information  
Being logical and rational  
Building conceptual models

### **Learning challenges**

Risk taking  
Socialising with others  
Dealing with lack of structure

The Analysing style is characterized by the ability to integrate and systematize ideas through reflection. It combines *Reflective Observation (RO)* and *Abstract Conceptualization (AC)*.

If Analysing is your learning style, you are likely to:

- Be good at taking in a wide range of information and putting it into concise, logical form
- Be less focused on people and more interested in abstract ideas and concepts
- Find it more important that a theory has logical soundness than practical value
- Carefully analyse and assess each step and weigh its consequences before taking action
- Plan ahead and be able to minimize mistakes and anticipate potential problems and pitfalls
- Rely on your logical and objective understanding of the situation when dealing with people or events
- Avoid allowing your feelings to get in the way of your sound judgments
- Be seen as logical, organised, reliable, careful, and thoughtful
- Thrive in learning situations in which you can use and develop your analytical and conceptual skills
- Prefer lectures, reading, exploring analytical models and having time to think things through
- Work alone rather than in groups
- Prefer teachers who model their thinking and analysis process in their lectures and interactions with you

## The **Thinking** learning style

### **Learning strengths**

Logical analysis  
Rational decision making  
Analyzing quantitative data

**Learning challenges**

Working with people  
 Keeping an open mind about their ideas  
 'Lost in thought'

The Thinking style is characterized by the capacity for disciplined involvement in abstract and logical reasoning. It combines *Abstract Conceptualisation (AC) while balancing Active Experimentation (AE) and Reflective Observation (RO)*.

If Thinking is your learning style you are likely to:

- Learn primarily by deep involvement in abstract ideas, theories and concepts
- Value thinking things through and enjoy fitting a wide range of data and information into concise ideas and models
- Enjoy working with numbers and engaging in mental activities that require abstract reasoning and analytical skills
- Rely on quantitative information to support your argument or predict outcomes
- Prefer working with quantitative rather than qualitative information
- Work by yourself and prefer to deal with technical tasks rather than personal issues
- Be good at planning and goal-setting, but concentrate more on the quality of your plan rather than on achieving the actual goals
- Strive for consistency and accuracy in your world views and ideas
- Be controlled in your emotional expression and speak precisely and concisely
- Take action after much thought
- Work hard to avoid mistakes
- Be seen as thorough, precise, reliable, consistent and introspective
- Learn best in well-structured situations with clear directions and learning agendas
- Thrive in environments in which you can design or conduct experiments or manipulate data
- Prefer to work alone and take time to think things through
- Value a teacher's expertise in their field

## The Deciding learning style

**Learning strengths**

Problem solving  
 Evaluating ideas and solutions  
 Making decisions

**Learning challenges**

Thinking 'out of the box'  
 Sensitivity to people's feelings  
 Dealing with ambiguity

The Deciding style is characterized by the ability to use theories and models to decide on problem solutions and courses of action. It combines *Abstract Conceptualization (AC) and Active Experimentation (AE)*.

If Deciding is your learning style, you are likely to:

- Be good at finding practical uses for ideas and theories
- Have the ability to solve problems and make decisions based on evaluating solutions to questions or problems rationally
- Identify flaws and mistakes in concepts and ideas by testing them in the real world
- Set clear goals, evaluate and then decide on the best path to achieve them
- Be efficient and focused and avoid being distracted by what you consider to be tangential facts of information, but sometimes missing important information or solving the wrong problem
- Focus on technical problem-solving when working with others
- Concentrate on helping others to solve their problems efficiently and effectively, rather than on their feelings and interpersonal issues

- Be seen as focused, pragmatic, rational and decisive
- Learn best in situations in which you can experiment with new ideas, simulations, laboratory assignments, and practical applications
- Prefer teachers who set clear standards and goals and evaluate with problems and questions that have right or wrong answers

## The **Acting** learning style

### **Learning strengths**

Combining technical knowledge & personal relationships  
 Focused on getting things done  
 Leading work teams

### **Learning challenges**

Taking time to reflect  
 Solving the right problem  
 Gathering and analysing information

The Acting style is characterized by a strong motivation for goal-directed action that integrates people and tasks. It combines *Active Experimentation (AE)* while balancing *Concrete Experience (CE)* and *Abstract Conceptualization (AC)*.

If Acting is your learning style, you are likely to:

- Be goal oriented and focused on getting things done
- Be good at implementing plans or testing ideas by combining your experience of the immediate situation with ideas and concepts for dealing with it
- Excel in identifying and integrating task and human requirements, using your ability to resolve questions or problems through technical analysis while paying attention to people's needs
- Be equally comfortable functioning in a practical world that can make use of your feelings and actions, as well as in a technical world that requires your conceptual abilities
- Work at improving existing operations and systems and producing results
- Excel in leadership positions that call for coordinating complex operations and systems
- Prefer action over reflection and sometimes commit to an idea without considering its consequences and alternative options or solutions
- Be seen as dynamic, strategic, personable and responsible
- Learn best on the job through discussions with colleagues and working in teams
- Prefer teachers with practical real world experience that you can emulate

## The **Balancing** learning style

### **Learning strengths**

Flexibility in moving around the learning cycle  
 Ability to work with diverse groups of people  
 Creative insights

### **Learning challenges**

Indecisiveness  
 'Jack of all trades, master of none'  
 Sustained commitment

The Balancing style is characterized by the ability to adapt; weighing the pros and cons of acting versus reflecting and experiencing versus thinking. It balances *Concrete Experience (CE)*, *Abstract Conceptualisation (AC)*, *Active Experimentation (AE)*, and *Reflective Observation (RO)*.

If Balancing is your learning style, you are likely to:

- Switch your approach to learning from feeling to thinking, and from reflection to acting
- Change your approach to learning based on the situation
- Be open to new experiences and equally adept at identifying and solving problems

- See diverse perspectives on issues and bridge the differences between people with different styles
- Find it difficult to make decisions about issues or choose between different alternatives
- Adapt and fill in the missing style in a team in order to get the task done and help the team learn more effectively
- Pursue a variety of interests which may lead you to change jobs and careers many times over the course of your life
- Be seen as curious, open, flexible, multi-talented and resourceful
- Be more satisfied in situations in which you can work through all four phases of the learning cycle: learning from lectures, discussions in groups, brainstorming sessions, labs and on-the-job learning
- Be able to learn from teachers with different approaches because of your ability to adapt