# 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 word, and a 1 to the word that is least characteristic of you. Be sure to assign a different rank number to each of best characterizes you, a 3 to the word which next best characterizes you, a 2 to the next most characteristic the four words in each set. Do not make ties.

impartial doing aware questioning active pragmatic experimentation responsible	AE
involved analytical thinking evaluative logical concrete future-oriented conceptualization rational	AC
relevant watching risk-taker productive observing reflecting observation reserved	RO136789
2. receptive 3. feeling 4. accepting 5. intuitive 6. abstract 7. pressure-oriented 8. experience 9. intense	FOR SCORING ONLY CE

#### 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

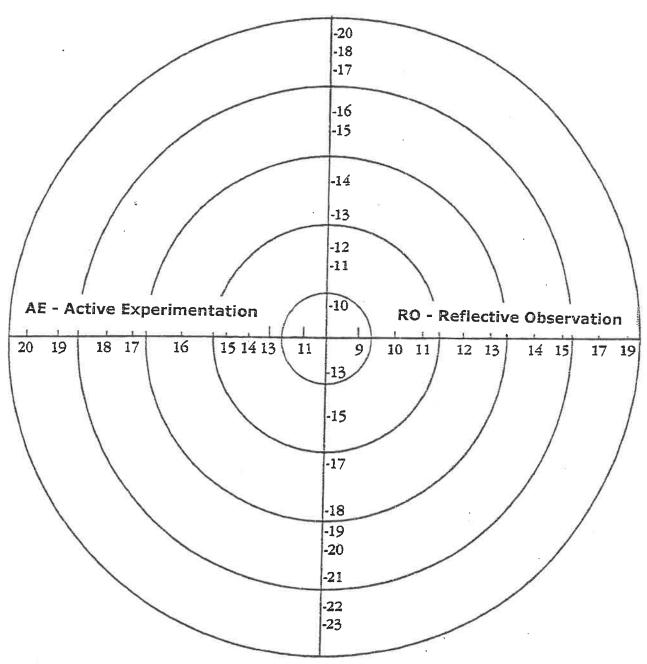
Thinking - reasoning

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.





AC - Abstract Conceptualization

## The Egg

A Description of Learning, Thinking, Working Styles

#### Concrete Experience

Crisis I Intuitive Adaptable Reflective **Enthusiastic! Entrepreneurial** Holds up vision Seeks possibilities Active problem solving Loves "the big picture" Learns by trial and error Leads by energizing people

Helpful Sensitive Risk taker Sympathetic **Brings harmony Observes others** Directed by feelings and emotions Tackles problems by reflecting alone then brainstorming Seeks personal meaning

#### Active-experimentation

Leads by personal forcefulness Integrates theory and practice Thrives on plans and timelines Values strategic thinking Seeks analytical solutions to problems

Limited tolerance for fuzzy ideas Productive | Practical Precise | Steady

#### Reflective-observation

Driven by intellect--What do the experts say? Leads by principles and procedures Learns by thinking through ideas Makes decisions **What?** impersonally Likes details Firm minded Planner

Abstract Conceptualization

### "The Stretching Egg" — Balancing Our Act

THINK FINISH you live in If you live in THROUGH this quadrant, this quadrant, SOMETHING THE your "workyour "work-DETAILS out" must out" must include: Include: Slow Make quicker decisions Organize Down When BE Sharing Seek Facts Something New!! PRACTICALI Ideas. Value strategic thinking Organize • Structure Listen without fixing Act Think through how something works RESPECT DETAILS ldeas Plan Ahead Reflect Appreciate Procedures Deal with conflict Respect the Process WELCOME Think Take time CHANGE! to know CREATE! people Motivate others Brainstorm Jdeas Become comfortable with chaos DEAL Reflect • Listen WITH CONFLICT TRY IT BEFORE IT IS PERFECT. Be Sympathetic Develop Trust Share Feelings

CONNECT WITH PEOPLE

If you live in this auadrant, your "workinclude: I

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

SOMETHING