

**Sam Sample**  
**27 Mar 2013**

**RESPONDENT**

# FEEDBACK REPORT

**PREFERENCES**





## REPORT STRUCTURE

The Feedback Report presents your profile results in the following sections:

### 1. Guide to Using This Report

### 2. Learning Styles

- Your Most Preferred Learning Style
- Your Least Preferred Learning Style
- Your Second Most Preferred Learning Style
- Your Second Least Preferred Learning Style



## GUIDE TO USING THIS REPORT

Different people have different ways that they prefer to learn. For example, while some people prefer to learn by reading about things, others prefer to learn by direct experience. Learning by direct experience might involve learning by making things, learning by trial and error or learning through experimentation. In this way each person has their own preferred way of learning, or Learning Style. There are no good or bad, right or wrong learning styles, just different preferred ways of learning; just as some people prefer rock music to rap, or folk music to classical music.

However, your preferred way of learning (your Learning Style) is more important than other preferences, such as your preference for different styles of music. This is because your Learning Style affects how you learn. Specifically, you will be able to learn something most easily if it is taught in a way that is consistent with your learning style. So, for example, if you are trying to learn a foreign language (such as French or German), and you prefer learning by reading about things, you are likely to learn the language best by reading about the language's grammar, by memorising lists of words, translating passages of text, etc. However, if you learn best by experience, you will find it easiest to learn a foreign language by using the language in real settings. This may involve role playing situations such as shopping and ordering food, listening to conversations and answering questions about what you have just heard, etc.

This report explains your preferred and least preferred ways of learning from six learning styles and how you can use this information to maximise your learning potential. Each of these learning styles fall into three pairs of opposing approaches to learning:

**CONCRETE** - Assesses a preference for taking a direct, practical and hands-on approach to learning. Being extremely realistic by nature, people who show this preference are likely to be at their most productive when learning material that has an obvious use and can be easily put into practice.

**ABSTRACT** - Assesses a preference for learning about abstract theoretical subjects. Having an extremely strong interest in intellectual matters, people who show this preference are likely to greatly enjoy participating in theoretical debates and discussions.

**SERIAL** - Assesses a preference for focusing on the fine details of the material being studied. Appreciating the value of adhering to well defined procedures and systems, people who show this preference will want the material they are learning to be presented in a well-structured, organized manner.

**HOLISTIC** - Assesses a preference for focusing on the broader picture, and for developing a conceptual overview of the material being studied. People who show this preference are likely to be open and flexible in their approach to problem solving, and to enjoy the challenge of resolving problems as they occur.

**REFLECTING** - Assesses a preference for learning by guided instruction, private study and quiet contemplation. People who show this preference tend to be happy researching topics in depth in the library, and spending time reading around a subject at length.

**ACTING** - Assesses a preference for learning by direct experience and action. People who show this preference tend to have a lot of energy, and are likely to be active, involved and participative.



The important thing here is that to maximise the learning potential you have to approach learning something new in a way that is consistent with your Learning Style. One reason why many people have difficulty learning certain things is because they go about learning things in the wrong way. They may for example always have found learning languages difficult because they have tried to learn grammar, memorise lists of words and translate passages of text, when they prefer learning by experience rather than learning by reading. Moreover, given the difficulties they may have had learning a language through reading, they may have come to the opinion that they are bad at learning languages when in fact they are not bad at learning languages, it is just that they have gone about learning languages the wrong way.



## LEARNING STYLES

### Your Most Preferred Learning Style: Activist

You very strongly prefer learning by direct experience, rather than learning through instruction, self-directed private study or quiet reflection. Being extremely active, and having an awful lot of energy, you may very quickly become bored and restless if there are not lots of activities for you to participate in. Greatly enjoying learning by experimentation and trial and error, you are likely to be at your most productive when you are learning in an experiential group setting rather than in a formal classroom context.

Being extremely active and participative you are very strongly inclined to think on your feet and throw yourself eagerly into new learning situations in a direct, involved manner. Having extremely high levels of energy and enthusiasm, you will very quickly become actively engaged with a topic or problem. Greatly valuing variety and change, you are likely to be extremely motivated to seek out new and varied learning opportunities, and to savour learning experiences you have not tried before.

### Your Least Preferred Learning Style: Contemplator

You show extremely little interest in learning through quiet contemplation and self-directed private study, greatly preferring to learn via experimentation and through direct action. As a result, you may very quickly become bored if you are required to spend long periods of time studying on your own, reading or working in the library.

Extremely quick to express your own views and opinions, and feeling very comfortable thinking on your feet, you are likely to greatly enjoy participating in experiential group work and brain-storming sessions. Very happy to develop your ideas as the group discussion unfolds, and learn from experience, you may express your views or opinions without having taken sufficient time to have fully thought them through. When entering a new learning situation you may rush in head long, and very quickly become actively involved with your new learning goals, without having putting aside sufficient time to quietly reflect on the material you are studying.

### How to Develop your Underdeveloped Learning Style

#### Practise your listening skills:

- When working in a group make sure that you ask everyone else what their opinion is before you express your own opinion
- At the end of a discussion make brief notes on the views and opinions expressed by each of your co-students
- Practise asking questions in the form of:- this is what I think, what do you think?

#### Improve your self-directed study skills:

- Initially set a goal of working on your own (e.g. in the library, reading etc..) for 20 minutes before taking a break, then gradually increase the length of time you work for without a break
- At the end of each day set aside some time to be on your own and reflect upon what you have learnt
- Keep a self-reflective diary of thoughts, ideas and observations that occur to you while you are studying

#### In Summary, you are likely to prefer learning:

- Via direct, personal experience, rather than through self-direct private study
- By doing rather than reading
- In short, intensive bursts
- In a group setting
- Through trial and error, and experimentation, rather than via reflection or contemplation
- By discussing material with others



## Your Second Most Preferred Learning Style: Serialist

When learning something new you greatly prefer to focus on the details of the material you are studying, and get a clear grasp of all the key points and issues, before attempting to place the material you have learnt in its broader context. Greatly appreciating the value of adhering to well-defined procedures and systems, you will want the material you are learning to be presented in a well-structured, organized manner. Being extremely diligent and having a very strong sense of duty, you are likely to be very happy to persevere with even the most boring and mundane tasks.

Being highly concerned to get things just right, you may sometimes be so keen to find the perfect solution to a problem that you overlook less elegant but nonetheless acceptable compromises. Being extremely well organized, and approaching work in a highly structured manner, you are likely to be extremely keen to make detailed notes, study plans and time tables, and have clear, well-defined learning goals and objectives. Being very motivated to set yourself high standards, you are likely to double check all your work to ensure that you have not made careless errors. Greatly valuing accuracy, and having a sharp eye for detail, you are very likely to enjoy studying subjects that require diligently following set procedures and systems and attending to fine details.

## Your Second Least Preferred Learning Style: Holist

You show extremely little interest in taking a broad strategic overview of your area of study, preferring to attend to the detailed aspects of the material you are studying, rather than focus on the bigger picture. Not being very flexible or adaptable in your approach to problem solving, you will not enjoy having to deal with problems as they arise. Rather, you are likely to be strongly motivated to plan ahead, thereby hoping to avoid unexpected eventualities.

Rather lacking in spontaneity, and not at all inclined to be impulsive, you may become so engrossed in the detailed aspects of the material you are studying that you lose sight of broader issues and perspectives. Strongly believing that once the details have been sorted out everything will fall into place, you are unlikely to see the point of paying great attention to the context in which events occur, or giving much effort to trying to understand the bigger picture. Extremely conventional by nature, and being greatly concerned to follow set procedures and protocols, you may be inclined to reject out of hand approaches that have not been well documented and tried and tested.

## How to Develop your Underdeveloped Learning Style

### Develop your ability to think more strategically:

- Consider a decision that you've recently made and decide what the consequence of that decision have been:- what other choices could you have made and what might the consequences of those other choices have been?
- When colleagues have different points of view, practise asking probing questions aimed at getting to the bottom of the reasoning behind others' opinions and decisions
- Take a complex situation and analyse it in detail:- what are the merits of the different options/choices available; are there any perverse incentives/outcomes?

### In Summary, you are likely to prefer:

- Attending to detail, rather than focusing on the big picture
- Making detailed notes and study plans
- Setting yourself clear goals and objectives
- Working on well-defined problems, rather than attending to broad strategic issues
- Learning material that is presented in a well-structured, systematic manner
- Following well-defined procedures and protocols