

HONEY & MUMFORD LEARNING STYLES QUESTIONNAIRE

Revised 1986

This questionnaire is designed to find out your preferred learning style(s). Over the years you have probably developed learning habits that help you benefit more from some experiences than from others. Since you are probably unaware of this, this questionnaire will help you pinpoint your learning preferences so that you are in a better position to select learning experiences that suit your style.

There is no time limit to this questionnaire. It will probably take you 15-20 minutes. The accuracy of the results depends on how honest you can be. There are no right or wrong answers. If you agree more than you disagree with a statement put a tick by it. If you disagree more than you agree put a cross by it. Be sure to mark each item with either a tick or cross.

1. I have strong beliefs about what is right and wrong, good and bad
2. I often act without considering the possible consequences
3. I tend to solve problems using a step-by-step approach
4. I believe that formal procedures and policies restrict people.
5. I have a reputation for saying what I think, simply and directly
6. I often find that actions based on feelings are as sound as those based on careful thought and analysis.
7. I like the sort of work where I have time for thorough preparation and implementation
8. I regularly question people about their basic assumptions
9. What matters most is whether something works in practice
10. I actively seek out new experiences
11. When I hear about a new idea or approach, I immediately start working out how to apply it in practice.
12. I am keen on self-discipline, such as watching my diet, taking regular exercise, sticking to a fixed routine, etc.
13. I take pride in doing a thorough job.
14. I get on best with logical, analytical people and less well with spontaneous, "irrational" people.
15. I take care over the interpretation of data available to me and avoid jumping to conclusions.

16. I like to reach a decision carefully after weighing up many alternatives.
 17. I'm attracted more to novel, unusual ideas than to practical ones.
 18. I don't like disorganised things and prefer to fit things into a coherent pattern.
 19. I accept and stick to laid-down procedures and policies so long as I regard them as an efficient way of getting the job done.
 20. I like to relate my actions to a general principle.
 21. In discussions I like to get straight to the point.
 22. I tend to have distant, rather formal relationships with people at work.
 23. I thrive on the challenge of tackling something new and different.
 24. I enjoy fun-loving, spontaneous people.
 25. I pay meticulous attention to detail before coming to a conclusion
 26. I find it difficult to produce ideas on impulse.
 27. I believe in coming to the point immediately.
 28. I am careful not to jump to conclusions too quickly.
 29. I prefer to have as many sources of information as possible; the more data to think over the better.
 30. Flippant people who don't take things seriously enough usually irritate me.
 31. I listen to other people's points of view before putting my own forward.
 32. I tend to be open about how I'm feeling.
 33. In discussions, I enjoy watching the manoeuvrings of the other participants
 34. I prefer to respond to events on a spontaneous, flexible basis rather than plan things out in advance.
 35. I tend to be attracted to techniques such as network analysis, flow charts, branching programmes, contingency planning, etc.
 36. It worries me if I have to rush out a piece of work to meet a tight deadline.
 37. I tend to judge people's ideas on their practical merits.
 38. Quiet, thoughtful people tend to make me feel uneasy.
- Greater Expectations, Smart Business Coaching Course, Session 4
Optional Material

39. People who want to rush things often irritate me.
40. It is more important to enjoy the present moment than to think about the past or future.
41. I think that decisions based on a thorough analysis of all the information are sounder than those based on intuition.
42. I tend to be a perfectionist.
43. In discussions I usually produce lots of spontaneous ideas.
44. In meetings I put forward practical realistic ideas.
45. More often than not, rules are there to be broken.
46. I prefer to stand back from a situation and consider all the perspectives.
47. I can often see inconsistencies and weaknesses in other people's arguments.
48. On balance I talk more than I listen.
49. I can often see better, more practical ways to get things done.
50. I think written reports should be short and to the point.
51. I believe that rational, logical thinking should win the day.
52. I tend to discuss specific things with people rather than engaging in social discussion.
53. I like people who approach things realistically rather than theoretically.
54. In discussions I get impatient with irrelevancies and digressions.
55. If I have a report to write I tend to produce lots of drafts before settling on the final version.
56. I am keen to try things out to see if they work in practice.
57. I am keen to reach answers via a logical approach.
58. I enjoy being the one that talks a lot.
59. In discussions I often find I am the realist, keeping people to the point and avoiding wild speculations.
60. I like to ponder many alternatives before making up my mind.

61. In discussions with people I often find I am the most dispassionate and objective.
62. In discussions I'm more likely to adopt a "low profile" than to take the lead and do most of the talking.
63. I like to be able to relate current actions to a longer-term bigger picture.
64. When things go wrong I am happy to shrug it off and "put it down to experience"
65. I tend to reject wild, spontaneous ideas as being impractical
66. It's best to think carefully before taking action.
67. On balance I do the listening rather than the talking.
68. I tend to be tough on people who find it difficult to adopt a logical approach.
69. Most times I believe the end justifies the means.
70. I don't mind hurting people's feelings so long as the job gets done
71. I find the formality of having specific objectives and plans stifling.
72. I'm usually one of the people who puts life into a party.
73. I do whatever is expedient to get the job done.
74. I quickly get bored with methodical, detailed work.
75. I am keen on exploring the basic assumptions, principles and theories underpinning things and events.
76. I'm always interested to find out what people think.
77. I like meetings to be run on methodical lines, sticking to laid down agenda, etc.
78. I steer clear of subjective or ambiguous topics.
79. I enjoy the drama and excitement of a crisis situation.
80. People often find me insensitive to their feelings.

Honey & Mumford Learning Styles Questionnaire – Scoring your Answers

You score one point for each item that you ticked in the questionnaire.

Simply indicate on the lists below which items were ticked and add them up in each column.

(You can score up to a maximum of 20 in each column)

<u>Activist</u>	<u>Reflector</u>	<u>Theorist</u>	<u>Pragmatist</u>
2	7	1	5
4	13	3	9
6	15	8	11
10	16	12	19
17	25	14	21
23	28	18	27
24	29	20	35
32	31	22	37
34	33	26	44
38	36	30	49
40	39	42	50
43	41	47	53
45	46	51	54
48	52	57	56
58	55	61	59
64	60	63	65
71	62	68	69
72	66	75	70
74	67	77	73
79	76	78	80
Totals			

Honey & Mumford Learning Styles Questionnaire

UNDERSTANDING YOUR QUESTIONNAIRE RESULTS

Since the maximum score for each style is twenty, at first sight you might conclude that the highest of your four scores indicates your predominant learning style. This, however, is not necessarily so. Before coming to a conclusion you need to view your scores in relation to those obtained by other people who have completed the questionnaire. These general 'norms', as they are called, are based on the scores obtained by well over a thousand people.

The norms are calculated on the scores obtained by:

- A The highest scoring 10% of people
- B The next 20% of people
- C The middle 40% of people
- D The next 20% of people
- E The lowest scoring 10% of people

	Very Strong Preference	Strong Preference	Moderate Preference	Low Preference	Very Low Preference
Activist	13-20	11-12	7-10	4-6	0-3
Reflector	18-20	15-17	12-14	9-11	0-8
Theorist	16-20	14-15	11-13	8-10	0-7
Pragmatist	17-20	15-16	12-14	9-11	0-8

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43	41	47	53
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Totals

The Learning Style Questionnaire helps to detect learning style preferences. Essentially there are four types:

- Activist: I'll try anything once
- Reflector: I'd like time to think about this.
- Theorist: How does this fit with that?
- Pragmatist: How can I apply this in practice?

Each style equips you to carry out a different stage in the learning cycle. Having all four styles comfortably within your repertoire thus equips you best for the total

process of learning from experience. Unfortunately our research shows that only 2% of people are in this category and therefore, qualify as all-round learners. You are more likely to be among the 70% who only have one or two preferences.

The best way to learn how to learn from experience is to adopt a discipline which forces you to complete all the stages in the learning cycle. If you are interested in doing this we recommend that you keep a written learning log. It takes about 15 minutes to do this, so you will have to be realistic about how frequently you can schedule it in. Even once a week would be better than nothing. Three times a week would be admirable. The learning log routine is simple:

Start by thinking back over the experience and selecting a part of it that was significant or important to you. Write a detailed account of what happened during that period of the activity. Don't at this stage put any effort into deciding what you learned - just concentrate on describing what happened.

Then, list the conclusions you have reached as a result of the experience. These are in effect, your learning points. Don't limit the number and don't worry about the practicality or quality of the points.

Finally, decide which learning points you wish to implement in the future and work out an action plan which covers what you are going to do and when you are going to do it. Make your action plan as precise as possible so that you are clear what you have to do and that it is realistic.

The advantage of this self-discipline is that it forces you to do all that is involved in learning from experience and at the same time markedly increases the "lessons learned" from your various activities.

The original Henry Ford said: "Anyone who stops learning is old, whether at 20 or 80. Anyone who keeps learning stays young. The greatest thing in life is to keep your mind young." If learning from experience can do that then it must be a good thing.

