



International Motivational Trainer  
**Sayyed Saeed Ahmed**

# **Personality & Career Development**

## **Assessment**



Name: \_\_\_\_\_

Address: \_\_\_\_\_

Contact No.: \_\_\_\_\_ E-mail: \_\_\_\_\_

Date: \_\_\_\_\_ Venue: \_\_\_\_\_

## KOLB's LEARNING STYLE INVENTORY

The learning style inventory describes the way you learn and how you deal with ideas and day-to-day situations in your life. We all have a sense that people learn in different ways, but this inventory will help you understand what learning style can mean to you.

It will help you explore how you solve problems, set goals and deal with new situations.

### Instructions

You will be asked to complete 12 sentences. Each of them has four endings. Rank the endings for each sentence according to how well you think each one fits how you would go about learning something. Try to recall some recent situations where you had to learn something new, perhaps in your job.

RANK a '4' for the sentence ending that describes how you learn best, 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. Please do not make ties or avoid a choice.

WHEN I LEARN	I am happy	3	I am fast	1	I am logical	4	I am careful	2
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Now rank the following 12 for yourself.

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 doing things.	
2.	I LEARN BEST WHEN	I trust my hunches and feelings.		I listen and watch carefully.		I rely on logical thinking.		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 the issues.		I analyze and break things into parts.		I like to try things out.	
6.	WHEN I AM LEARNING	I am an intuitive person.		I am an observing person.		I am a logical person.		I am an active person.	
7.	I LEARN BEST FROM	Personal relationships.		Observation.		Rational theories.		A chance to try out and practice.	
8.	WHEN I LEARN	I feel personally involved.		I take 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 observation.		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 LEARN	I get involved.		I like to observe.		I evaluate things.		I like to be active.	
12.	I LEARN BEST WHEN	I am receptive.		I am careful.		I analyze ideas.		I am practical.	

TOTAL

Column 1

Column 2

Column 3

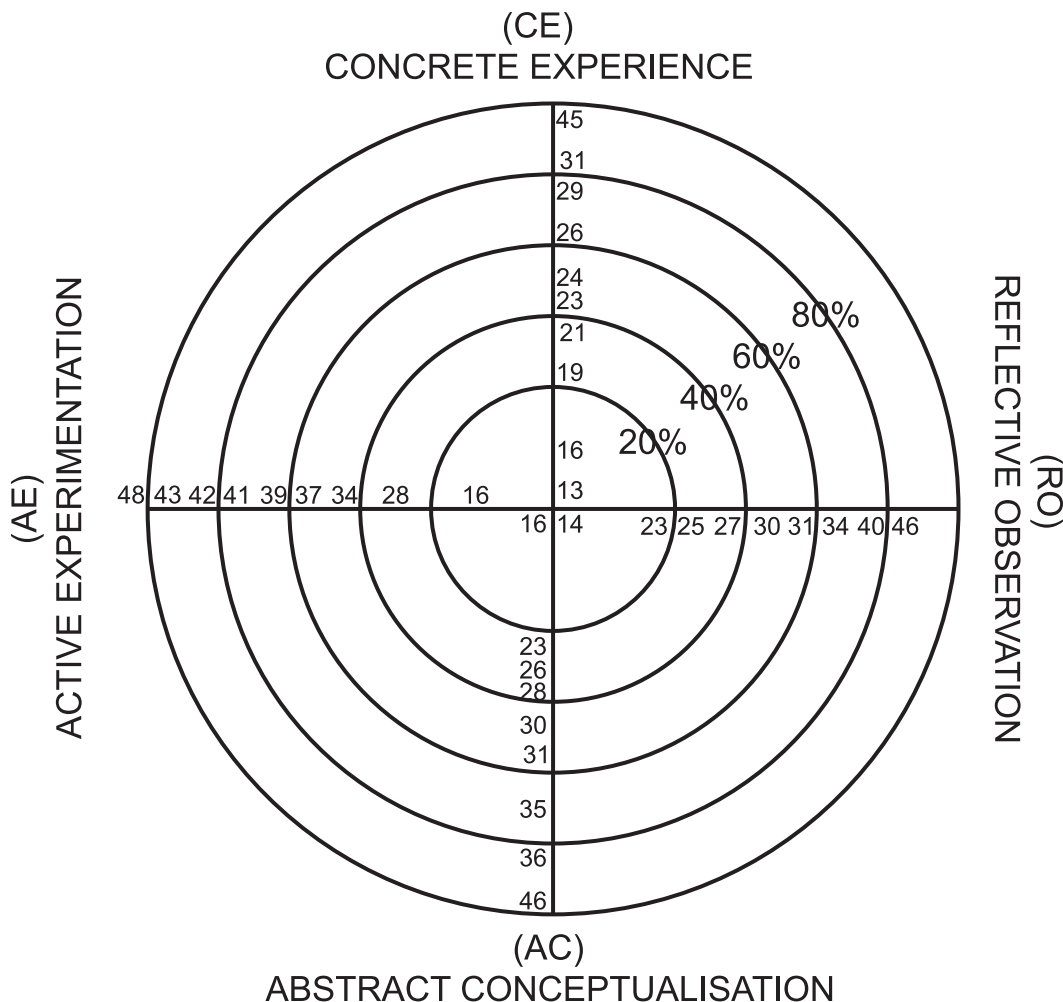
Column 4

## THE CYCLE OF LEARNING

The four columns that you have just totalled relate to the four stages in the Cycle of Learning from Experience.

Column 1	Concrete Experience (CE)	<input type="text"/>
Column 2	Reflective Observation (RO)	<input type="text"/>
Column 3	Abstract Conceptualization (AC)	<input type="text"/>
Column 4	Active Experimentation (AE)	<input type="text"/>

In the diagram below, put a dot on each of the lines to correspond with your CE, RO, AC and AE scores. Connect the dots with straight lines. The shape and placement of this will show you which learning modes you prefer most and which you prefer least.



The Learning Style Inventory is a simple test that helps you understand your strengths and weaknesses as a learner. It measures how much you rely on the different learning modes that are part of a four-stage cycle of learning. Different learners start at different places in this cycle.

Effective learning uses each stage. You can see by the shape of your profile which of the four learning modes you tend to prefer in a learning situation.

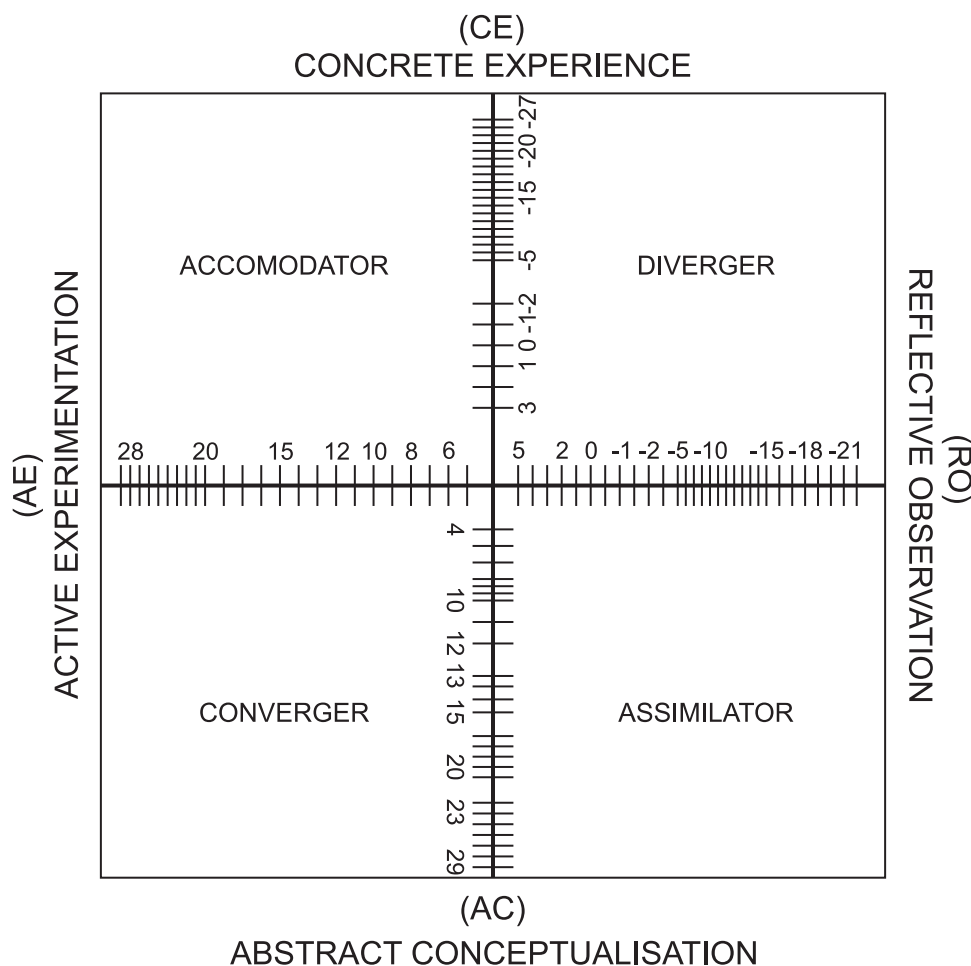
## Learning Style Type Grid

Take your scores for the four learning modes - AC, CE, AE and RO and subtract as follows to get your two combination scores. Your score may be a figure with a negative sign, retain the negative sign.:

$$AC \text{ (Col. 3)} - CE \text{ (Col. 1)} = \boxed{\phantom{00}}$$

$$AE \text{ (Col. 4)} - RO \text{ (Col. 2)} = \boxed{\phantom{00}}$$

By marking your two combination scores, AC-CE and AE-RO, on the two lines of the following grid and plotting their point of intersection or data point, you can find which of the four learning styles you fall into. These four quadrants, labelled Accomodator, Diverger, Converger and Assimilator, represent the four dominant learning styles.



Given below, there are descriptions of the four Learning Styles. Read about the style you are and also about the other three.

## **ACCOMODATOR**

People with this learning style have the ability to learn primarily from hands on experiences. If this is your style, you probably enjoy carrying out plans and involve yourself in new and challenging experiences. Your tendency may be to act on gut feelings rather than on logical analysis. In solving problems, you may rely more on people for information rather than on your own technical analysis. This learning style is important for effectiveness in action oriented careers such as marketing or sales.

### **Strengths:**

- Getting things done
- Leadership
- Risk taking
- Brainstorming

### **Traps:**

- Trivial improvements
- Meaningless activity

### **To develop Accomodative learning skills, practice ...**

- Committing yourself to objectives.
- Seeking new opportunities.
- Influencing and leading others.
- Being personally involved.
- Dealing with people.

## **DIVERGER**

People with this learning style are best at viewing concrete situations from many different points of view. Their approach to situations is to observe rather than take action. If this is your style, you may enjoy situations that call for generating a wide range of ideas, as in a brainstorming session. You probably have broad cultural interests and like to gather information. This imaginative ability and sensitivity to feelings is needed for effectiveness in the arts, entertainment and service careers.

## Strengths:

- Imaginative ability
- Understanding people
- Recognizing problems
- Brainstorming

## Traps:

- Paralyzed by alternatives
- Indecisiveness

## To develop Divergent learning skills, practice ...

- Being sensitive to people's feelings.
- Being sensitive to values.
- Listening with an open mind.
- Gathering information.
- Imagining the implications of uncertain situations.

## CONVERGER

People with this learning style are best at practical use for ideas and theories. If this is your preferred learning style, you have the ability to solve problems and make decisions made on finding solutions to questions or problems. You would rather deal with technical tasks and problems than with social and interpersonal issues. These learning skills are important to be effective in specialist and technology careers.

## Strengths:

- Problem solving
- Decision making
- Deductive reasoning

## Traps:

- Solving the wrong problem
- Hasty decision-making
- Scattered thought

## To develop Converger learning skills, practice ...

- Creating new ways of thinking and doing.
- Experimenting with new ideas.
- Choosing the best solution.
- Setting goals.
- Making decisions.

## ASSIMILATOR

People with this learning style are best at understanding a wide range of information and putting it into concise, logical form. If this is your style, you probably are less focused on people and more interested in abstract ideas and concept. Generally, people with this learning style find it more important that a theory have logical soundness than practical value. This learning style is important for effectiveness in information and science careers.

**Strengths:**

- Planning
- Creating models
- Defining problems
- Developing theories

**Traps:**

- Castles in the air
- No practical application

### To develop Assimilator learning skills, practice ...

- Organizing information.
- Building conceptual models.
- Testing theories and ideas.
- Designing experiments.
- Analyzing quantitative data.

The easiest way to improve your learning skills is by developing supportive relationships. Recognise your own learning style strengths and build on them. At the same time value other people's different learning styles. Also, do not assume that you have to solve problems alone. Although you may be drawn to people with similar learning skills, you will earn better and experience the learning cycle more fully with friends and colleagues of opposite learning skills.

For example, if you have an abstract learning style, like a Converger, you can learn to communicate ideas better with people who are more concrete and people oriented - like the Divergers. A person with more reflective style can benefit from observing the risk taking and active experimentation of someone more active - like an Accomodator.

Another way, though more difficult than the one above is by improving the match or fit between your learning style and your life situation. For some people, this may on an extreme mean a change of career or jobs or move to a new field where they feel more at home with the values and skills required of them. Reorganising task priorities and activities can also help in this.