



THE LEARNING MODEL INSTRUMENT

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Instructions: For each statement choose the response that is more nearly true for you. Place an 'X' on the blank that corresponds to that response.

1. When meeting people, I prefer
 (a) to think and speculate on what they are like.
 (b) to interact directly and to ask them questions.
2. When presented with a problem, I prefer
 (a) to jump right in and work on a solution.
 (b) To think through and evaluate possible ways to solve the problem.
3. I enjoy sports more when
 (a) I am watching a good game.
 (b) I am actively participating.
4. Before taking a vacation, I prefer
 (a) to rush at the last minute and give little thought beforehand to what I will do while on vacation.
 (b) to plan early and daydream about how I will spend my vacation.
5. When enrolled in courses, I prefer
 (a) to plan how to do my homework before actually attacking the assignment.
 (b) to immediately become involved in doing the assignment.
6. When I receive information that requires action, I prefer
 (a) to take action immediately.
 (b) to organize the information and determine what type of action would be most appropriate.
7. When presented with a number of alternatives for action, I prefer
 (a) to determine how the alternatives relate to one another and analyze the consequences of each.
 (b) to select the one that looks best and implement it.
8. When I awake every morning, I prefer
 (a) to expect to accomplish some worthwhile work without considering what the individual tasks may entail.
 (b) to plan a schedule for the tasks I expect to do that day.
9. After a full day's work, I prefer
 (a) to reflect back on what I accomplished and think of how to make time the next day for unfinished tasks.
 (b) to relax with some type of recreation and not think about my job.

10. After choosing the above responses, I
___ (a) prefer to continue and complete this instrument.
___ (b) am curious about how my responses will be interpreted and prefer some feedback before continuing with the instrument.
11. When I learn something, I am usually
___ (a) thinking about it.
___ (b) right in the middle of doing it.
12. I learn best when
___ (a) I am dealing with real-world issues.
___ (b) concepts are clear and well organized.
13. In order to retain something I have learned, I must
___ (a) periodically review it in my mind.
___ (b) practice it or try to use the information.
14. In teaching others how to do something, I first
___ (a) demonstrate the task.
___ (b) explain the task.
15. My favorite way to learn to do something is
___ (a) reading a book or instructions or enrolling in a class.
___ (b) trying to do it and learning from my mistakes.
16. When I become emotionally involved with something, I usually
___ (a) let my feelings take the lead and then decide what to do.
___ (b) control my feelings and try to analyze the situation.
17. If I were meeting jointly with several experts on a subject, I would prefer
___ (a) to ask each of them for his/her opinion.
___ (b) to interact with them and share our ideas and feelings.
18. When I am asked to relate information to a group of people, I prefer
___ (a) not to have an outline, but to interact with them and become involved in an extemporaneous conversation.
___ (b) to prepare notes and know exactly what I am going to say.
19. Experience is
___ (a) a guide for building theories.
___ (b) the best teacher.
20. People learn easier when they are
___ (a) doing work on the job.
___ (b) in a class taught by an expert.

THE LEARNING MODEL INSTRUMENT SCORING SHEET

Instructions: Transfer your responses by writing either "a" or "b" in the blank that corresponds to each item in the Learning Model Instrument.

Concrete/Abstract		Cognitive/Affective	
Column 1	Column 2	Column 3	Column 4
2. _____	1. _____	11. _____	12. _____
4. _____	3. _____	13. _____	14. _____
6. _____	5. _____	15. _____	16. _____
8. _____	7. _____	17. _____	18. _____
10. _____	9. _____	19. _____	20. _____

Now Circle every "a" in Column 2 and in Column 4. Then circle every "b" in Column 1 and in Column 3. Next, total the circles in each of the four columns. Then add the totals of Column 1 and 2; plot this grand total on the vertical axis of the Learning Model for Managers (Trainers) and draw a horizontal line through the point. Now add the totals of Column 3 and 4; plot that grand total on the horizontal axis of the model and draw a vertical line through the point. The intersection of these two lines indicate the domain of your preferred learning style.

Total Circles Grand Totals	Column 1	Column 2

Total Circles Grand Totals	Column 3	Column 4

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