



## Mapping template for learning style profile:

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This mapping template shows you a way of mapping your learning style profile. There is not just one truth, but it is just an indicator for your present learning style. Your learning style will change over time depending on your activities and situation.

No person has just one learning style represented, but according to Kolb's model you have all learning styles represented in your learning profile, some stronger and some weaker. You can use the mapping template to explore your learning strength and weaknesses and where you can develop your ways of learning.

You can use it as a tool for teambuilding by comparing your learning styles, as all learning styles ideally should be represented in a group to increase the learning and dynamics of the group.

### Different learning styles

#### **Orientation towards concrete experience (KE) - "The Activist"**

"Focuses on being involved in experiences and dealing with immediate human situations in a personal way. It emphasizes feeling as opposed to thinking; A concern with uniqueness and complexity of present reality as opposed to theories and generalizations; an intuitive, "artistic" approach as opposed to the systematic, scientific approach to problems. People with concrete-experience orientation enjoy and are good at relating to others. They are often good intuitive decision makers and function well in unstructured situations. The person with this orientation values relating to people and being involved in real situations, and has an open-minded approach to life"

#### **Orientation towards reflective observation (RO) - "The Reflective"**

"Focuses on understanding the meaning of ideas and situations by carefully observing and impartially describing them. It emphasizes understanding as opposed to practical application; a concern with what is true or how things happen as opposed to what will work; an emphasis on reflection as opposed to action. People with a reflective orientation enjoy intuiting the meaning of situations and ideas and are good at seeing their implications. They are good at looking at things from different perspectives and appreciating different points of view. They



like to rely on their own thoughts and feelings to form opinions. People with this orientation value patience, impartiality, and considered, thoughtful judgement.”

### **Orientation towards abstract conceptualization (AB) - The Theoretician**

“Focuses on using logic, ideas, and concepts. It emphasizes thinking as opposed to feeling; a concern with building general theories as opposed to intuitively understanding unique, specific areas; a scientific as opposed to an artistic approach to problems. A person with an abstract-conceptual orientation enjoys and is good at systematic planning, manipulation of abstract symbols, and quantitative analysis. People with this orientation value precision, the rigor of discipline of analysing ideas, and aesthetic quality of a neat conceptual system.”

### **Orientation towards active experimentation (AE) - The pragmatist**

“Focuses on actively influencing people and changing situations. It emphasizes practical applications as opposed to reflective understanding; a pragmatic concern with what works as opposed to what is absolutely truth; an emphasis on doing as opposed to observing. People with an active-experimentation orientation enjoy and are good at getting things accomplished. They are willing to take some risks to achieve their objectives. They also value having influence on the environment around them and like to see results”

(Kolb 1984, 68 - 69)

### **For other inspirations:**

<http://www.bunbury.wa.gov.au/pdf/environment/u472/Appendix%2019%20U472%20Community%20Facilitator%20Kolb%20Questionnaire%20Final.pdf>

### **Instruction:**

#### **Step 1**

Read the four statements in each row below. Assess quickly how each voice suits you. Give 4 points for the statement suiting you the most, 3 for the second nearest, 2 for the third nearest and one point for the statement that suits you the least. There is no rights or wrongs. (after McCarthy 1980.)



Example of filling in:

	A	B	C	D
1.	I like being involved	I think before I act	I am very careful about what I like	I like what is useful
2.	I like to try out new things	I like analysing things	I am open to new experiences	I like seeing things from different perspectives
3.	I like to watch events	I follow my feelings	I like doing things	I like thinking about things
4.	I accept situations as they are	I am aware of the situation around me	I like assessing	I like taking chances
5.	I use my intuition	I ask many questions	I have a logical sense	I quickly get things off my hands
6.	I like working with concrete things most	I like being active	I like observing	I like fiddling with ideas and theories
7.	I like learning here and now most	I like to consider and think about things	I often think of the future	I like seeing results of my work
8.	I must try out things in my own way	I trust my own ideas	I trust my own observations	I trust my feelings
9.	I am quiet and reserved	I am energetic and enthusiastic	I like rational explanations	I take responsibility for carrying things through

	A	B	C	D
1.	I like being involved 3	I think before I act 2	I am very careful about what I like 1	I like what is useful 4
2.	I like to try out new things 1	I like analysing things 3	I am open to new experiences 4	I like seeing things from different perspectives 2



## Step 2

Use the classifications below to sum up your points from the mapping template and add up your points from each of the 4 classifications

KE	RO	AB	AE
1a	1b	2b	2a
2c	2d	3d	3c
3b	3a	4c	6b
4a	6c	6d	7d
8d	8c	8b	8a
9b	9a	9c	9d
<b>SUM</b>	<b>SUM</b>	<b>SUM</b>	<b>SUM</b>

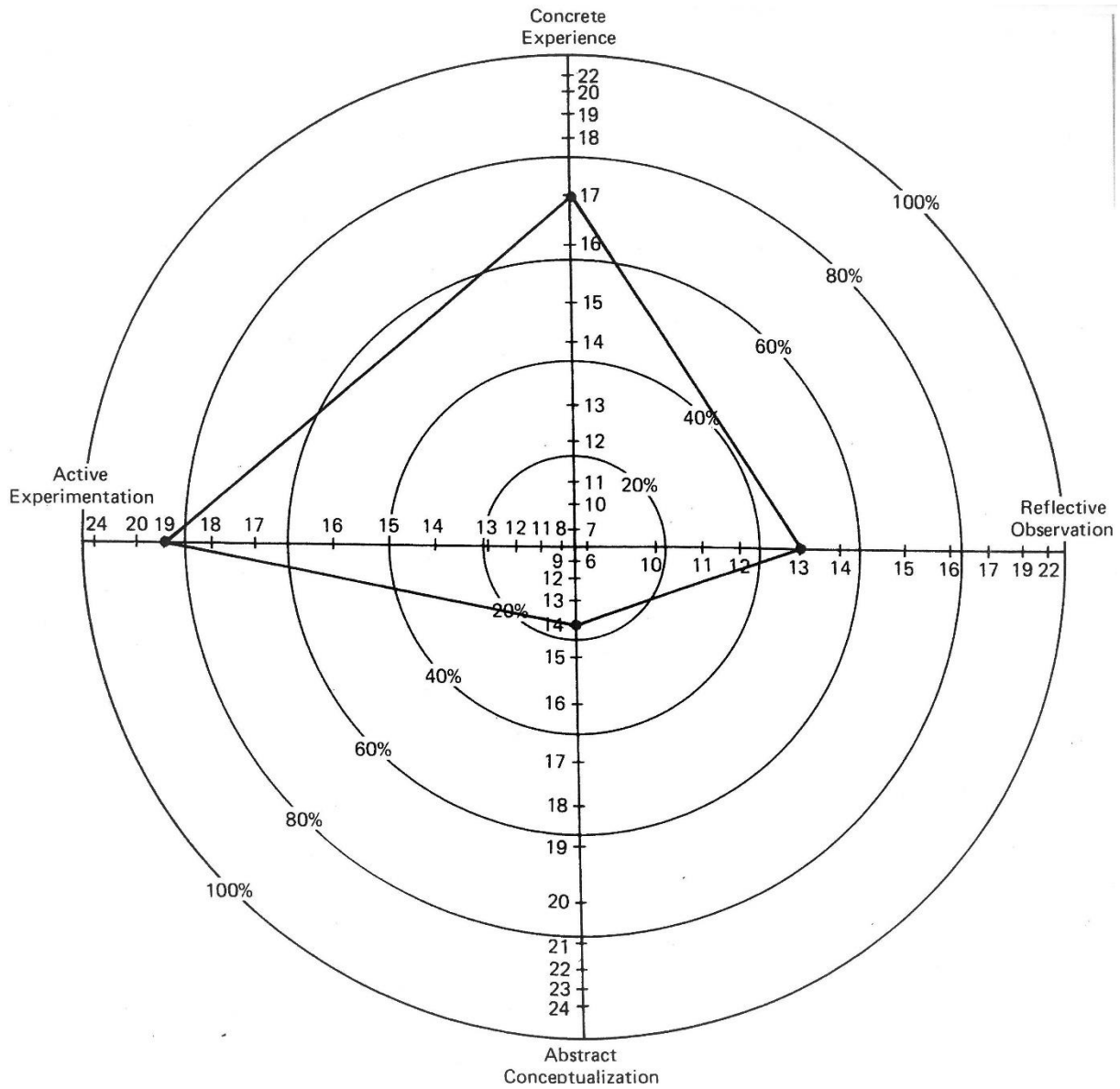
NB. Just fill in the points you are asked to fill in. There are more statements in the mapping template than you can transfer points from to prevent you from consciously or unconsciously following certain patterns as you fill in the template.

## Step 3

You fill in the scores in the model on the next page. The model is representing the percentage score from 127 leaders and 512 unexamined management students at Harvard and M.I.T. The scaling in the model varies do to the subject's scores and a score of 15 on KE mean, that you on this dimension make a higher score than 55% of the subjects.

The learning style profile in the model is the profile of a female social worker.

You draw your own profile and you can compare your profile with the social worker.



**References:**

David A. Kolb (1984). *Experiential learning; Experience as the source of learning and development*. Prentice-Hall, Inc.

McCarthy 1980. *The 4Math system. Teaching to learning styles*. Wellspring online solutions