

BARSCH LEARNING STYLE REFERENCE FORM (developed by Ray Barsch)

The following series of questions is designed to determine your relative learning style (**V**isual / **A**uditory / **K**inaesthetic). No style of learning is better than another. However, each style makes its own demands on the environment of learners, trainers and team members and project participants.

Place a tick on the appropriate line after each statement. Then score, following the directions after the questionnaire.

	Mostly	Sometimes	Rarely
1. Can remember more about a subject through listening than by reading.			
2. Follow written instructions better than oral activities.			
3. Like to write things down or take notes for visual review.			
4. Bear down extremely hard with my pen or pencil when writing.			
5. Require explanations of diagrams, graphs or visual directions.			
6. Enjoy working with tools.			
7. Am skilful at, and enjoy developing and making graphs and charts.			
8. Can tell if sounds match when presented with pairs of sounds.			
9. Remember best by writing things down several times.			
10. Can understand and follow directions using maps.			
11. Do better at academic subjects by listening to lectures and tapes.			
12. Like to play with coins and keys in pockets.			
13. Learn to spell better by repeating the letters out loud than by writing the words on paper.			
14. Can better understand a news article by reading about it in the paper than by listening to the radio.			
15. Chew gum, smoke or snack while studying.			
16. Feel the best way to remember something is to picture it in my head.			
17. Learn spelling by 'finger spelling' the words.			
18. Would rather listen to a good lecture or speech than read about the same material in a text book.			
19. Am good at working out jigsaw puzzles and mazes.			
20. Grip objects in my hand when I am learning something.			
21. Prefer listening to the news on the radio than reading about it in a newspaper.			
22. Obtain information on an interesting subject by reading relevant materials.			
23. Feel very comfortable touching others, hugging, handshaking, etc.			
24. Follow oral directions better than written ones.			

Ensure that you have completed all sections of part 1 before referring to the scoring procedures.

Scoring procedures:

Place the point value on the line next to its corresponding number. Next, add up the values to arrive at your preference scores under each heading.

MOSTLY = 5 POINTS

SOMETIMES = 3 POINTS

RARELY = 1

VISUAL		AUDITORY		KINAESTHETIC	
No.	Points	No.	Points	No.	Points
2	1	.....	4	.....
3	5	.....	6	.....
7	8	.....	9	.....
10	11	.....	12	.....
14	13	.....	15	.....
16	18	.....	17	.....
19	21	.....	20	.....
22	24	.....	23	.....

VPS = _____

APS = _____

KPS = _____

(Visual Preference Score)

(Auditory Preference Score)

(Kinaesthetic Preference Score)

TEAM BUILDING – ASSESSING PROCESSING STYLES

(Adapted from 'Quantum Learning' by Bobbi de Porter)

Read the following statements and in each set mark the **TWO** that **BEST** describe you (whether or not they all seem to be true of you to some degree; there are no absolutes).

- | | |
|--|--|
| <p>1. a. I am imaginative
b. I like to establish facts and find out the reasons for things.
c. I am realistic
d. I like to analyse.</p> | <p>9. a. I read a lot because I enjoy it.
b. I enjoy socialising.
c. I love doing puzzles and solving problems.
d. For me it is important to plan things.</p> |
| <p>2. a. I am organised.
b. I am adaptable.
c. I notice details.
d. I like to know everything that's going on.</p> | <p>10. a. I am good at memorising.
b. I like to see and understand connections.
c. I like to think things through.
d. I am good at producing new ideas and starting projects..</p> |
| <p>3. a. I like to debate issues.
b. I like to get to the point.
c. I am creative.
d. I like networking.</p> | <p>11. a. I like being able to change things.
b. I make good judgements.
c. I like to be spontaneous.
d. I like to know where I am going; I value strong leadership.</p> |
| <p>4. a. Personal relationships are very important to me.
b. I enjoy practical tasks.
c. I am strongly academic.
d. I am adventurous and like to explore things.</p> | <p>12. a. I like to communicate efficiently.
b. I love discovering new things.
c. I always think before I speak or act.
d. I need to work out the reasons for things.</p> |
| <p>5. a. I like to be precise.
b. I am flexible.
c. I work systematically.
d. I am inventive.</p> | <p>13. a. I mostly question before I accept.
b. I like to practise things to get them right.
c. I am a very caring person.
d. I examine things carefully.</p> |
| <p>6. a. I like to share with others.
b. I like to keep things in order.
c. I have good common sense.
d. I like to work independently.</p> | <p>14. a. I like to complete my work.
b. I am good at identifying possibilities.
c. I like to get new ideas.
d. I am good interpreting meanings and significance.</p> |
| <p>7. a. I am a competitive person.
b. I am a perfectionist.
c. I like to work co-operatively.
d. I need to work in a logical way.</p> | <p>15. a. I like 'hands on' activities.
b. I respond to feelings.
c. I am a thinker.
d. I like to experiment.</p> |
| <p>8. a. I enjoy intellectual activities.
b. I am aware of other people's feelings.
c. I am hard-working.
d. I enjoy the challenge of taking risks.</p> | |

Now that you have completed the test, circle the letters of the statements you chose for each set as listed below.

Add your totals for columns I, II, III, and IV.

Multiply the total of each column by 4.

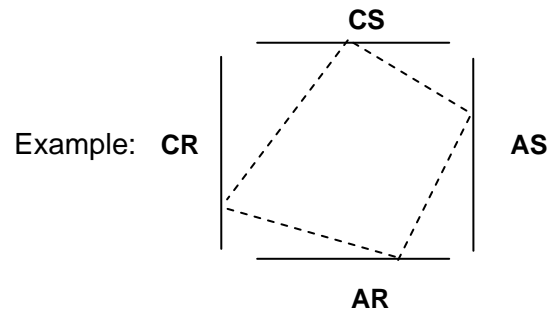
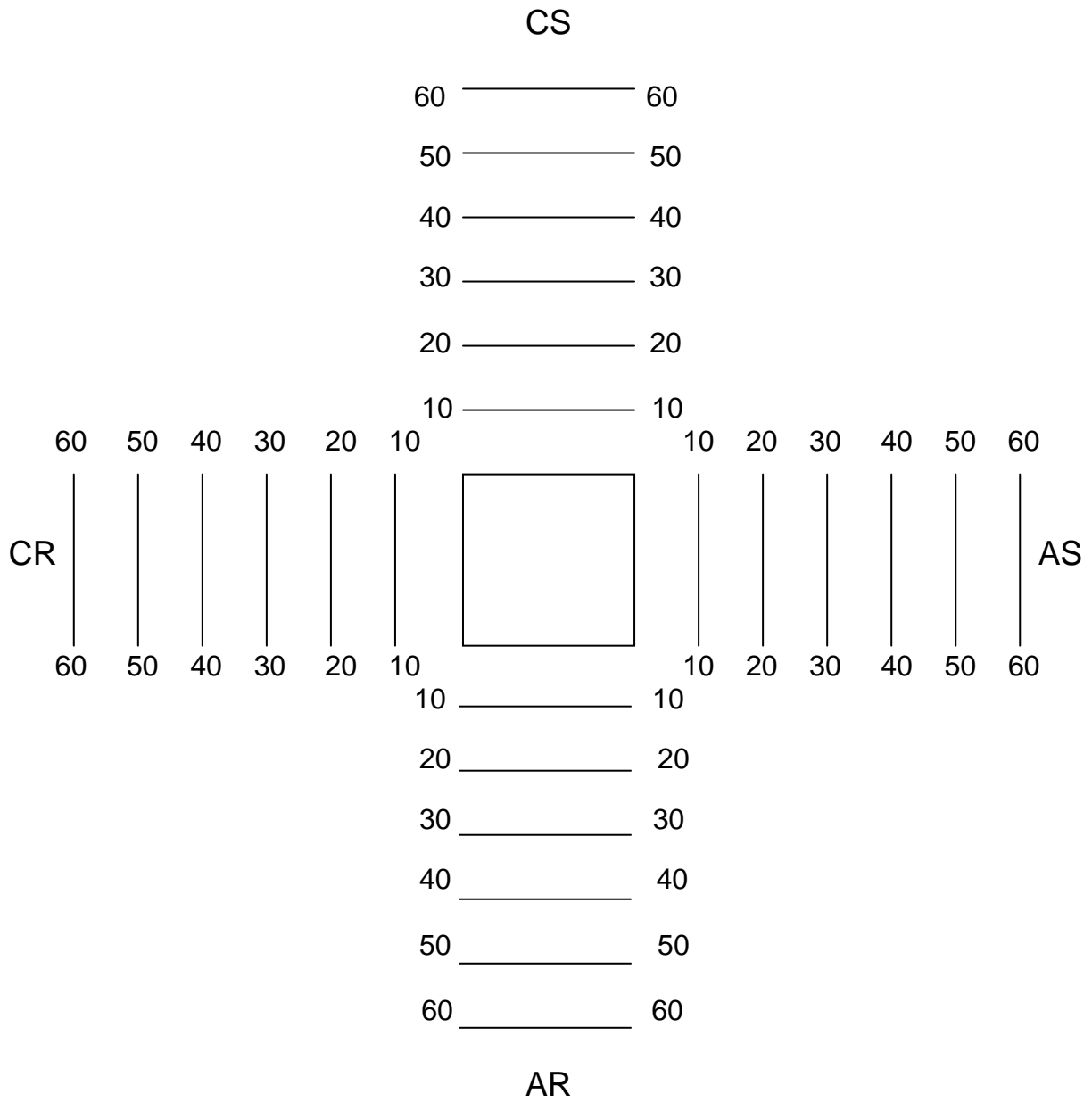
The box with the highest number describes how you most often process information.

1.	C	D	A	B
2.	A	C	B	D
3.	B	A	D	C
4.	B	C	A	D
5.	A	C	B	D
6.	B	C	A	D
7.	B	D	C	A
8.	C	A	B	D
9.	D	A	B	C
10.	A	C	B	D
11.	D	B	C	A
12.	C	D	A	B
13.	B	D	C	A
14.	A	C	D	B
15.	A	C	B	D
	Total	Total	Total	Total
	Total x 4	Total x 4	Total x 4	Total x 4
	(CS) Concrete sequential	(AS) Abstract sequential	(AR) Abstract Random	(CR) Concrete Random

Finally, after you have completed the personal thinking style test, record your results on the next page.

(Adapted from 'Quantum Learning' by Bobbi de Porter)

Build a graphic profile of your learning styles by entering the scores on the chart below as illustrated by the example at the bottom.



How to Interpret Processing Styles

Concrete Sequential thinkers are the planners and doers.

- If this is your strongest processing style, reality for you consists in what you can detect through your physical senses of sight, touch, sound, taste and smell.
- You process information in an ordered sequential fashion. You notice and recall details easily and remember facts, specific information, formulae and rules with ease.
- You like 'hands on' activities and need to organise your tasks into step by step processes.
- You strive for perfection every step of the way. You like specific directions and procedures.

Concrete Random thinkers are creative, hands-on, inspired by a variety of stimuli.

- You have an experimental attitude and the less structured behaviour that goes along with it.
- Like concrete sequentials you are based in reality, but willing to take more of a trial-and-error approach. Because of this, you often make the intuitive leaps necessary for true creative thought.
- You have a strong need to find alternatives and to do things in your own way.
- Time is not a priority for CRs and you tend to lose track of it, especially when involved in interesting situations.
- You are **process** rather than results orientated; consequently, projects seldom turn out the way they were planned because of the unexpected possibilities that turn up and invite exploration during the process.

Abstract Sequential thinkers are those interested in measurement.

- Yours is the metaphysical world of theory and abstract thought. You like to think in concepts and to analyse information.
- You have a great appreciation for well-organised people and events.
- It's easy for you to zoom in on what is important, such as key points and significant details. Your thinking processes are logical, rational and intellectual.
- You usually like reading and are a thorough researcher. You want to know causes and effects and to understand theories and concepts. People in this group make good philosophers and research scientists.
- People in this group generally prefer to work alone.

Abstract Random thinkers are the idealistic dreamers who want to save the world.

- Yours is the world of feelings and emotions. You are attuned to nuances and 'vibes' and may lean towards mysticism.
- You absorb ideas, information and impressions, and organise them through reflection. (Sometimes this takes such a long time that others judge that you don't have much of a reaction or opinion).
- ARs experience events holistically; you need to see the whole picture at once rather than step by step. For that reason it is helpful for you to know how things are related to the whole before getting into the details.
- You remember best if information is personalised. Feelings can either greatly enhance or interfere with your learning.
- You feel constricted when subjected to a very structured environment.
- You are very people-orientated.

Implications:

Most people have a mixture of process styles. In some individuals some styles are more dominant than others. There is no question of 'right' and 'wrong' or 'better' or 'worse'; the important point is to recognise and acknowledge differences. People can develop their non dominant styles, but they will always retain their natural preferences.

Multiple Intelligences Questionnaire

Please write '1' next to the statements that are TRUE for you and '0' next to those that are NOT TRUE for you. Then add up your scores for each category.

A

- 1. I like to read books, magazines and newspapers.
- 2. I think I am a good writer
- 3. I like to tell jokes and stories.
- 4. I can remember people's names easily.
- 5. I like to say tongue twisters.
- 6. I have a good vocabulary in my native language.

B

- 1. I often do arithmetic in my head.
- 2. I am good at chess and/or draughts (checkers)
- 3. I like to put things into categories.
- 4. I like to play number games.
- 5. I love to figure out how my computer works.
- 6. I ask a lot of questions about how things work.

C

- 1. I can read maps easily.
- 2. I enjoy art.
- 3. I draw well.
- 4. Films and pictures really help me to learn new information.
- 5. I love books and pictures.
- 6. I enjoy putting puzzles together.

D

- 1. It is hard for me to sit quietly for a long time.
- 2. It is easy for me to follow exactly what other people do.
- 3. I am good at sewing, woodwork, building or mechanics.
- 4. I am good at sports.
- 5. I enjoy working every day.
- 6. I enjoy running and jumping.

E

- 1. I can hum the tunes to many songs.
- 2. I am a good singer.
- 3. I can play a musical instrument or I sing in a choir.
- 4. I can tell when music sounds off-key.

- 5. I often tap rhythmically on the table or desk.
- 6. I often sing songs.

F

- 1. I am often the leader in activities.
- 2. I enjoy talking to my friends.
- 3. I often help my friends.
- 4. I have many friends.
- 5. My friends often talk to me about their problems.
- 6. I am a member of several clubs.

G

- 1. I am happy to go to the cinema alone.
- 2. I would go to a library alone to study.
- 3. I can tell you some things I am good at doing.
- 4. I like to spend time alone.
- 5. My friends find some of my actions strange sometimes.
- 6. I learn from my mistakes.

H

- 1. I can recognise and name most kinds of trees.
- 2. I can recognise and name common garden birds.
- 3. I enjoy walking in the country.
- 4. I am interested in weather patterns.
- 5. I enjoy the different seasons.
- 6. I love growing plants and / or working in the garden.

I

- 1. I am sensitive to the atmosphere of old buildings, especially places of worship.
- 2. I feel that there is more to life than just the physical dimension.
- 3. I feel that I am connected to everything.
- 4. I sometimes have telepathic experiences.
- 5. I believe that my life has a purpose.
- 6. I believe that people can affect each other through their thoughts.

HOW MANY?

A B C D E F G H I

(Adapted from the work of Howard Gardner)

Multiple Intelligences

	You think	Some of the activities you may like ...	Materials and opportunities you may need ...
A	linguistic intelligence – you think in words	Reading, writing, telling stories, word games, conversation, poetry.	books, audiotapes, pens, paper, diaries, discussion, debate.
B	logical-mathematical intelligence – you think by reasoning and enjoy working with numbers	Questioning, analysing, experimenting, solving puzzles, problem solving, discovering patterns and connections, planning and prioritising.	things to explore and think about, science, materials, trips to science museums
C	visual-spatial intelligence – you think in images and pictures	Designing, drawing, visualising, doodling; 'big picture' visualisation – including perspective.	art, Lego, video, movies, mazes, puzzles, illustrated books, trips to art galleries and museums
D	kinaesthetic-bodily intelligence; you express yourself through your body	Dancing, running, athletic sports, ball games, building, touching and gesturing, precision and perfection of movement.	drama, movement, things to build, sports and physical games.
E	musical intelligence; you can 'think' in rhythms and are very aware of melodies.	Singing, whistling, clapping, humming, tapping your feet and hands, listening. You are sensitive to beat, rhythm, tone, pitch, volume, accent and directionality of sound.	concerts, music, musical instruments, songs. You may like to listen to music while working or studying.
F	inter-personal intelligence – you are people-smart; you like to think by bouncing ideas off other people.	You like leading, organising, relating, managing relationships and partying. You have a strong ability to notice and make distinctions among individuals, and in particular their moods, temperaments, motivations and intentions.	friends, group events, community activities, socialising and games.
G	intra-personal intelligence; you are 'self-smart' and function deeply within yourself.	Setting goals, meditating, being quiet, having 'personal space' and planning. You don't like to have to socialise too much. You think more than you speak. You might enjoy getting deep into a book.	secret places, time alone, choices.
H	naturalistic intelligence	You feel in harmony with nature, observing and understanding its rhythms and changes.	gardens, forests, hills and mountains, lakes or sea, fresh air – anything that brings you into contact with the earth and is natural.
I	spiritual intelligence	You enjoy mystical experience and like to feel in communion with powers and influences greater than your individual self.	sacred places, beautiful large landscapes, natural phenomena such as sunsets, uplifting paintings and music.

