Learning / Thinking / Working Styles

There are nine sets of four words listed below. Rank order each set of four words assigning a 4 to the word which best characterizes you, a 3 to the word which next best characterizes you, a 2 to the next most characteristic word, and a 1 to the word that is least characteristic of you. *Be sure to assign a different rank number to each of the four words in each set. Do not make ties.*

1. ___discriminating    ___tentative    ___involved    ___practical
2. ___receptive.     ___relevant        ___analytical     ___impartial
3. ___feeling        ___watching        ___thinking       ___doing
4. ___accepting       ___risk-taker      ___evaluative     ___aware
5. ___intuitive       ___productive      ___logical       ___questioning
6. ___abstract        ___observing       ___concrete       ___active
7. ___pressure-oriented ___reflecting     ___future-oriented ___pragmatic
8. ___experience      ___observation     ___conceptualization ___experimentation
9. ___intense         ___reserved        ___rational       ___responsible

*FOR SCORING ONLY*

CE__________ RO__________ AC__________ AE__________
234578       136789       234589       136789
Learning Styles
Definitions

Abstract – concerned with ideas or concepts rather than actual particulars or instances
Accepting – to understand or construe
Active – working hard or with energy; busy, energetic or effective
Analytical – concerned with or based on analysis; using analysis as a method or process
Aware – having knowledge, realizing
Conceptualization – the process of making or forming an idea
Concrete – existing as an actual object, not merely as an idea or as a quality
Discriminating – to show a difference in treatment
Doing – action, performance or execution
Evaluative – capable of estimating the importance
Experience – what happens to a person, what is seen, felt, done or lived through
Experimentation – the act of trying in order to find out something
Feeling – the capacity for emotion
Future-Oriented – geared toward what is to come
Impartial – without bias
Intense – full of vigorous activity or strong feelings
Intuitive – perceiving or understanding immediately and without reasoning
Involved – include, to have an effect on
Logical – reasonable
Observation – the act, power or habit of seeing and noting
Observing – watchful
Practical – having good sense
Pragmatic – concerned with the practical results or values
Pressure-oriented – geared toward a compelling influence or force
Productive – producing much
Questioning - inquisitive
Rational – able to think or reason clearly
Receptive -- able, quick or ready to receive ideas
Reflecting – to think carefully
Relevant – bearing upon or connected with the matter at hand
Reserved – set apart, having or showing self-restraint
Responsible – trustworthy, reliable
Risk taker – one who takes chance of possible loss
Tentative – hesitating
Thinking - reasoning
Watching – to look carefully or attentively
After totaling the ranks for each of the four columns on the inventory survey as instructed, transfer the four raw scores to the diagram below by placing a mark next to the number you scored on each of the four dimensions. Connect these four marks with straight lines. Depending on the placement of your marks, you will see either a three-sided or a four-sided figure.

**CE - Concrete Experience**

**AE - Active Experimentation**

**RO - Reflective Observation**

**AC - Abstract Conceptualization**
The Egg
A Description of Learning, Thinking, Working Styles

Concrete Experience

Crisis
Intuitive
Adaptable
Risk taker
Enthusiastic
Entrepreneurial
Holds up vision
Seeks possibilities
Active problem solving
Loves "the big picture"
Learns by trial and error
Leads by energizing people

Helpful
Sensitive
Reflective
Sympathetic
Brings harmony
Observes others
Directed by feelings and emotions
Tackles problems by reflecting alone then brainstorming
Seeks personal meaning

Active-experimentation
Leads by personal forcefulness
Integrates theory and practice
Thrives on plans and timelines
Values strategic thinking
Seeks analytical solutions to problems
Limited tolerance for fuzzy ideas
Productive
Practical
Precise
Steady
Literal

Reflective-observation
Driven by intellect--
What do the experts say?
Leads by principles and procedures
Learns by thinking through ideas
Makes decisions impersonally
Likes details
Firm minded
Planner

How does this work?
Abstract Conceptualization
"The Stretching Egg" — Balancing Our Act

**THINK THROUGH THE DETAILS**

- Slow Down
- When Sharing Ideas.
- Value strategic thinking
- Listen without fixing

**Respect the Process**

- Take time to know people
- Brainstorm Ideas
- Reflect ♦ Listen
- Be Sympathetic
- Develop Trust

**Respect Details Reflect**

- Organize
- Seek Facts

**Finish Something**

- Make quicker decisions
- Be Practical!
- Try Something New!!
- Organize ♦ Structure
- Act On Ideas
- Plan Ahead
- Deal with conflict

**Connect with People**

- If you live in this quadrant, your “work-out” must include:

- Welcome Change!
- Think of people
- Motivate others
- Become comfortable with chaos
- Risk!!
- Deal with conflict
- Try it before it is perfect
- Share Feelings

- Do Something

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