

EXHIBIT 2.1. Learning Style Profile

Instructions: For each of the numbered items below, rank alternatives A through D by assigning 4 to the phrase that is most like you, 3 to the one that next describes you, 2 to the next, and finally, 1 to the ending that is least descriptive of you.

1. When solving a problem, I prefer to . . .
 - a. take a step-by-step approach
 - b. take immediate action
 - c. consider the impact on others
 - d. make sure I have all the facts
2. As a learner, I prefer to . . .
 - a. listen to a lecture
 - b. work in small groups
 - c. read articles and case studies
 - d. participate in role plays
3. When the trainer asks a question to which I know the answer, I . . .
 - a. let others answer first
 - b. offer an immediate response
 - c. consider whether my answer will be received favorably
 - d. think carefully about my answer before responding
4. In a group discussion, I . . .
 - a. encourage others to offer their opinions
 - b. question others' opinions
 - c. readily offer my opinion
 - d. listen to others before offering my opinion
5. I learn best from activities in which I . . .
 - a. can interact with others
 - b. remain uninvolved
 - c. take a leadership role
 - d. can take my time
6. During a lecture, I listen for . . .
 - a. practical how-to's
 - b. logical points
 - c. the main idea
 - d. stories and anecdotes
7. I am impressed by a trainer's . . .
 - a. knowledge and expertise
 - b. personality and style
 - c. use of methods and activities
 - d. organization and control

EXHIBIT 2.1. Learning Style Profile, Cont'd

8. I prefer information to be presented in the following way:
 - a. a model such as a flow chart
 - b. bullet points
 - c. detailed explanation
 - d. accompanied by examples
9. I learn best when I . . .
 - a. see relationships among ideas, events, and situations
 - b. interact with others
 - c. receive practical tips
 - c. observe a demonstration or video
10. Before attending a training program, I ask myself: "Will I . . .?"
 - a. get practical tips to help me in my job
 - b. receive lots of information
 - c. have to participate
 - d. learn something new
11. After attending a training session, I . . .
 - a. tend to think about what I learned
 - b. am anxious to put my learning into action
 - c. reflect on the experience as a whole
 - d. tell others about my experience
12. The training method I dislike the most is . . .
 - a. participating in small groups
 - b. listening to a lecture
 - c. reading and analyzing case studies
 - d. participating in role plays

EXHIBIT 2.1. Learning Style Profile, Cont'd

Scoring Sheet

Instructions: Record your responses on the appropriate spaces below, then total the columns.

Feeler	Observer	Thinker	Doer
1c_____	1a_____	1d_____	1b_____
2b_____	2a_____	2c_____	2d_____
3c_____	3a_____	3d_____	3b_____
4a_____	4d_____	4b_____	4c_____
5a_____	5b_____	5d_____	5c_____
6d_____	6c_____	6b_____	6a_____
7b_____	7d_____	7a_____	7c_____
8a_____	8d_____	8c_____	8b_____
9b_____	9d_____	9a_____	9c_____
10d_____	10c_____	10b_____	10a_____
11d_____	11c_____	11a_____	11b_____
12c_____	12a_____	12d_____	12b_____
Total_____	Total_____	Total_____	Total_____

EXHIBIT 2.1. Learning Style Profile, Cont'd

Feelers. Feelers are very people-oriented. They are expressive and focus on feelings and emotions. They enjoy affective learning and gravitate toward learning experiences that explore people's attitudes and emotions. Feelers thrive in an open, unstructured learning environment and appreciate the opportunity to work in groups and like activities in which they can share opinions and experiences.

Observers Observers like to watch and listen. They tend to be reserved and quiet and will take their time before acting or participating in class. When they do decide to offer an opinion or answer a question, they are generally right on target. They enjoy learning experiences that allow them to consider various ideas and opinions, and they seem to thrive on learning through discovery.

Thinkers Thinkers rely on logic and reason. They like the opportunity to share ideas and concepts. They prefer activities that require them to analyze and evaluate. They will question the rationale behind activities and will challenge statements that they perceive to be too general or without substance. The thinkers prefer to work independently and question the relevance of role plays and simulations.

Doers Doers like to be actively involved in the learning process. They will take charge in group activities and tend to dominate discussions. They like opportunities to practice what they learned, and they are particularly interested in knowing how they are going to apply what they learn in the real world. They like information presented clearly and concisely and become impatient with drawn-out discussions.