

THE HEALTH PROFESSIONALS' INVENTORY OF LEARNING STYLES (H-PILS)

Think about a few recent situations where you had to learn something new to solve a problem. This could be any kind of situation: While you were taking a course at school, learning to use new software, or figuring out how to assemble a barbecue.

Now, circle the letter in the column that best characterizes what works best for you in situations like the ones you've thought about.

When I'm trying to learn something new	Usually	Sometimes	Rarely	Hardly
1. I like to watch others before trying it for myself.	B	D	C	A
2. I like to consult a manual, textbook or instruction guide first.	B	C	D	A
3. I like to work by myself rather than with other people.	A	C	B	D
4. I like to take notes or write things down as I'm going along.	B	C	D	A
5. I'm critical of myself if things don't work out as I hoped.	B	C	D	A
6. I usually compare myself to other people just so I know I'm keeping up.	B	D	C	A
7. I like to examine things closely instead of jumping right in.	B	D	C	A
8. I rise to the occasion if I'm under pressure.	C	A	B	D
9. I like to have plenty of time to think about something new before trying it.	D	B	C	A
10. I pay a lot of attention to the details.	B	C	A	D
11. I concentrate on improving on the things I did wrong in the past.	C	A	D	B
12. I focus on reinforcing the things I got right in the past.	B	D	A	C
13. I like to please the person teaching me.	D	B	A	C
14. I trust my hunches.	D	C	A	B
15. I'm usually the first one in a group to finish whatever we're doing.	A	C	D	B
16. I like to take charge of a situation.	C	A	B	D
17. I'm well-organized.	B	A	C	D

Now, add up the number of times you circled each letter.

A = _____ B = _____ C = _____ D = _____

Your **DOMINANT** learning style is the letter you circled most frequently.

Your **SECONDARY** learning style is the next most-frequently circled letter.

A= Accommodator

You enjoy dealing directly with people and have little time or patience for indirect or soft-sell jobs. You enjoy looking for, and exploiting, opportunities as they arrive, and you have an entrepreneurial spirit. You learn best in a hands-on, unencumbered manner, not in a traditional lecture-style format. Though you don't take any particular pleasure in leading others, you do so because you sense you are best-suited for the job. You are confident, have strong opinions and value efficiency. You are concerned about time and like to see a job get done. Sometimes, however, your concern with efficiency means that the quality of your work may suffer and you may not be paying as much attention to others' feelings and desires as you ought to.

B= Assimilator

You generally prefer working by yourself, at your own pace, in your own time, or with a very small group of like-minded people. You tend to avoid situations where you are the center of attention, or you are constantly being watched—you prefer to be the one observing (and learning) from others. You have an ability to learn from your own, and others', mistakes. You place a high priority on getting things done properly, according to the rules but, at times, you can be your own worst critic. You value organization and attentiveness to detail.

C= Converger

You are focused, practical and to the point. You usually find yourself in a leadership role and enjoy this challenge. You have little time or patience for those who dither or are indecisive or who spend too much time on impractical, theoretical matters. You are good at coming to quick, decisive conclusions, but you recognize that at times your speed may result in less than perfect results. You would rather get a good job done on time than get an excellent job delivered late. You like being in a high-performance, high-energy, fast-paced environment.

D = Diverger

You enjoy out-of-the-box environments where time and resources are not particularly constrained. You have a flair for keeping others entertained and engaged, and sincerely believe this is the way to motivate others and get the best out of everyone. You are most concerned—sometimes too concerned—about how others perceive you, and you place a high priority on harmony. You find little difficulty dealing with complex, ambiguous, theoretical situations (provided there is not a lot of pressure to perform), but sometimes you have a hard time dealing with the practical, day-to-day issues.

Now, as a group of individuals with the same dominant learning style, think about the following questions and share your opinions.

- 1) What professional, social or personal characteristics do you have in common?
- 2) What teaching and learning methods work best for you?
- 3) What teaching and learning methods do not work well for you?
- 4) What are some examples of the type of feedback that motivates you?
- 5) What are some examples of the type of feedback that discourages you?

Now, share your group's discussion with members of the other learning-styles' groups.