

Skills for the Workplace

Module Assignment Submission

Student Name:	
Student Number:	
Module No:	BMSK4005
Module Title:	Professional Career Development

Statement of Confirmation of Authenticity

By the act of making this submission, the student declares that this is the work of the student named above. The work has not, in whole or in part, been knowingly presented elsewhere for assessment, or where assessment has been built on a previous assessment, this has been identified. Where materials have been used from other sources it has been properly acknowledged. If this statement is untrue, the student acknowledges that an assessment offence has been committed.

Attention is drawn to the plagiarism and unfair practice policies of both the University and of ILM.

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Section 1: Know how to identify development needs

Every single individual must have the requirement of development. In a new working environment, management is looking forward to having people with lots of efficiency in managing the task properly. Efficiency of the individual will definitely increase their capability to impress the management and earn more. In addition with this, efficiency in the employee will also increase the capability of the organisation as a whole. For this reason, both the organisation and individual must have proper knowledge about identifying developmental need. It is not only the demands of a person but also the demands of the organisation by which they will get quality people to accomplish all that stuff efficiently according to the targeted goals and objectives. When an organisation is thinking about the development of their employees they need to think about lots of issues such as training and analysis. It will help the organisation to evaluate the current condition of their employees and create appropriate planning of resources for providing quality training to them (Ferly, 2011). A Training Needs Analysis helps with successfully using the arrangement resources. The current workplace consistently anticipates that representatives should be free brains obligated for utilizing good instinct ward on limited information. The advancement needs are recognized utilizing VARK and Honey and Mumford poll (Swan, 2012).

1.1 Identify learning styles for self and another

There are two types of learning styles for self and another. Those are VARK acronyms of Visual, Auditory, Reading and Kinaesthetic. The possibility that substitutes absorb best when appearing techniques and institute training match their learning styles, qualities, and inclinations filled in ubiquity during the 1970s and 1980s. VARK is an overview that helps our learning by proposing the approaches we should use. People with a strong visual tendency for learning like: different associations, space, diagrams, traces, charts, guides and plans. The VARK model can be used by instructors to help with strategies of how best to plan and propel understudy learning subject to their kind of learning style. My VARK scores show how I like to learn; the four scores may not demonstrate how I instruct, train, or work with others! Inclinations might be covered by life and work encounters (Jimmy, 2019).

- My VARK score was Visual 6, Aural 5, Read 6 and Kinaesthetic 7. According to the scores I have my preference on kinaesthetic skills which has the highest score on the model questionnaire and Aural are my last preference.
- For another person, the VARK score was Visual 5, Aural 5, Read 4 and Kinesthetic 3. So as per my scores I need to improve my kinaesthetic skills and reading skills a bit. Visual and Aural are my first preferences.

Honey and Mumford poll is intended to discover our favoured education elegance(s). It is a model of learning speculations made by researchers Peter Honey and Alan Mumford who perceived four indisputable learning styles: Activist, Theorist; Pragmatist and Reflector. Their work is awakened by and in view of Kolb's education styles model (Leaver, 2005) in any case, they conveyed their own Learning Styles Questionnaire (LSQ) considering the way that it was found that Kolb's LSI had little authenticity with chiefs.

My score was Pragmatist 13, Reflector 10, Activist 13 and Theorist 11. Thus I prefer mostly learning by doing any activity as an activist and I see the learning into real life application as a pragmatist.

- The score of another person was Pragmatist 10, Reflector 11, Activist 12 and Theorist 9. Thus he also prefers mostly learning by doing any activity as an activist but he also learns by seeing and observing what happened into real life as a reflector.

1.2 Use a simple technique for identifying development needs for self & another

SWOT study is the impost of our (or our associations) circumstance by captivating a look at Strengths, Weaknesses, Opportunities and Threats. SWOT examinations are being that as it may, similarly helpful on an individual level as a method for distinguishing regions for improvement, and as a component of vocation conversations. It furnishes us with clear objectives. It assists us with distinguishing our qualities and shortcomings. It works on our employability. It works on our exhibition (Huston, 2018)

SWOT Person 1

STRENGTHS

My most prominent strength is my capacity to think rapidly on the feet and work well under pressure. I'm really magnificent author who has additionally added to various conspicuous destinations. I do outstandingly under coercion. I experienced different conditions while learning at School when I needed to sort out an answer for a to some degree issue in maybe an exceptionally brief timeframe. I'm an exceptionally garrulous individual who gets together well with others

WEAKNESSES

I tend to be extremely critical of myself. At whatever point I wrap up a task, I for one don't feel which I could had effectively achieved more, in spite of the fact that assuming my work was all around appreciated. This probably adds to me exhausting myself and leaving me depleted. Throughout the most recent quite a long while, I've endeavoured to set aside the effort to check out my achievements all things considered and to partake in my triumphs.

OPPORTUNITIES

Openings are outer factors that may give a type of upper hand. My relational abilities incorporate verbal and nonverbal correspondence just as reactions to experiences with others. They affect my ability to shape associations and make the deception on individuals in friendly conditions. An efficient work environment might assist with lessening the time, keep away from errors, and increment proficiency.

THREATS

Individual dangers have incorporated a high intensity for new freedoms, hardships building up work environment adaptability for senior positions, and a more noteworthy level of pressure. The most average kind of risk is an adversary's potential exercises. Any action out of my usual range of familiarity can be a danger for me. Some of the time speaking with new individuals can turn into

I might be more quick to embrace grandiose objectives, endeavour new things, and confidence in the capacity to accomplish on the off chance that I have confidence in myself.	a danger for me because of absence of comprehension.
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SWOT Person 2	
STRENGTHS Correspondence is basic to the development of his association. He can complete an exchange in an ideal way through conveying appropriately. His authority characteristics may assist an organization with flourishing. His best resource is the ability to reason quickly upon his feet and perform adequately under tension. He's a truly gifted writer who has as of now kept in touch with various notable sites. Under pressure, he performs splendidly. He's a friendly individual to get along well with individuals. Nearly all that he does is coordinated, and he's an extraordinary enthusiast of it.	WEAKNESSES Due to the undeniable unimaginably rapidly nature of mechanical destinations, his capacity to find new abilities might be restricted. His assessment capacities can be hurt under mounting investigation, yet various preparing approaches have helped him recapture them. This likely adds to him debilitating himself and leaving him drained. Over the span of the latest truly an extended period of time, he's attempted to save the work to look at his accomplishments things being what they are and to participate in his victories

OPPORTUNITIES In light of the standards referenced in this, he will to be sure be effective in acquiring his IT capacities. Various apprenticeships and projects fuse beneficial administrations to help understudies in defeating snags. An all-around well work area might assist with saving time, limit misinterpretations, and lift usefulness. Assuming that he has confidence in himself, he will be considerably more ready to seek after large destinations, investigate various things, and trust in his capability to succeed.	THREATS New advancement has the ability to endanger his firm. Individual risks have joined a high reality for new opportunities, inconveniences setting up work space flexibility for senior positions, and a more conspicuous degree of tension.

1.3 Identify potential barriers to learning for self and another.

A limit to learning is whatever upsets the overall progression of a child having the choice to adjust effectively. A student might happenstance at least one obstruction to knowledge all over their schooling. For example, unbelievable destitution, abuse or dismissal will all go about as limits to an adolescent's learning.

- For self-

Learning contrasts are a typical hindrance for me hoping to extend my insight or ranges of abilities. This is the reason I guarantee my web-based institute has devices and abilities that make learning more open to everybody. Our environmental elements can represent the

deciding moment as a learning experience (Graham, 2019). As we discussed previously, schools, working environments, and surprisingly our homes are occupied spots with numerous interruptions. Those interruptions don't really make for the most favourable climate to focus on our realizing, which at last makes a boundary to completely growing our abilities.

- For another-

Now and again, boundaries to taking in start from the inside. Fearing coming up short, past uncertainties, or dread of progress can touch off awkward enthusiastic states that keep understudies from making the most of the learning open doors before them. Absence of confidence or certainty because of low aptitudes levels; adverse individual experience of knowledge; already hidden or unaddressed wisdom handicaps; social issues like joblessness, misuse or tormenting all are his expected boundaries in learning (Jack, 2011).

1.4 Explain how these barriers to learning can be overcome.

Moving past checks to learning requires a solid relationship with what is being told through importance to the understudy. Relationship with something pertinent to understudies ensures certifiable learning will happen. Right when we intend to show a topic or thought, ask yourself where our understudies may encounter it outside school. Supporting a portion of these instabilities with remunerations and authentications can defeat passionate obstruction. Course makers can rapidly prevail upon uncomfortable students by compensating their endeavours through gamification capacities or finish endorsements that praise their prosperity. By embracing the standards of Universal Design for Learning (UDL). With UDL, learning courses centre around commitment, portrayal, and activity and articulation to draw in and keep up with client consideration learning style obstruction can be overcome. To defeat the boundaries, apply a learning experience plan to our online courses. Learning experience configuration joins the ideas of educational plan and client experience configuration to make a client driven methodology that helps understudies accomplish their objectives as fast as could really be expected. With a learning experience plan, we can make an extraordinary involvement in friendly commitment, mixed media, and active discovering that makes understudies want more. It likewise assists with looking over intellectual burden hypotheses to see how things like thick substance, massive bundling, and apathetic handling can affect our understudies' learning encounters (Darwin, 2017).

Section 2: Know how to develop self & others to achieve organisational objectives

To accomplish authoritative targets, we can show an obligation to possess improvement and can uphold and urge others to foster their insight, abilities and practices to empower them to arrive at their maximum capacity for the more extensive advantage of the association.

2.1 Analyse learning/development options to meet needs of self & another.

Drawing in with an assortment of partners, including well-informed authorities, functional chiefs and the affected representatives, is imperative and they should be counselled from the beginning. This additionally proceeds with when the outcomes are imparted.

- For self-

While it's important that any appraisal of adapting needs ought to be cautious and intensive, such a cycle likewise should be coordinated and promptly responsive. Drawing on research discoveries, we fostered a way to deal with learning known as RAM (Relevance, Alignment, Measurement) that actually has esteem today. It depends on the requirement for:

Importance: How existing or arranged learning arrangements will address new freedoms and difficulties for the business. It determines the importance of it.

Arrangement: If the L&D technique adopts an incorporated mixed strategy, it's basic for L&D specialists to work with partners concerning what their presentation needs and how to accomplish them. Lining up with a more extensive hierarchical system gives concentration, reason and significance to L&D.

Estimation: L&D adequately and reliably measure the effect, commitment and move of learning exercises as a feature of the assessment interaction.

- For others-

The proper course of LNA might appear to be most appropriate to bigger associations where devoted L&D groups exist to convey learning (Salcy, 2018). Nonetheless, distinguishing execution holes which adjust learning arrangement to methodology and the conveyance of business results applies to others' advancement as well. In such case, where individuals regularly satisfy numerous jobs, it's helpful to zero in on:

1. Intently talking with business pioneers on how any abilities holes can be recognized and tended to.
2. Completely surveying the expenses and advantages that apply for more modest organizations.
3. Investigating wellsprings of subsidizing/resourcing - government backing might be accessible for more modest undertakings, for instance around apprenticeships, while understudy ventures can likewise give momentary ability and abilities.
4. Creating arrangements that permit adaptable learning or elective types of conveyance.

2.2 Identify support mechanisms for the development of self & another

Support components comprise learning and instructing by imparting proof of learning progress and giving bits of knowledge to instructors, school pioneers, strategy producers, guardians, and, in particular, the students themselves. Appraisal methods can be inserted inside learning exercises.

- For self-

Getting Feedback in Real-time, not just in yearly Reviews is my significant help instrument. Knowing my failings is a momentous stage in the household and skilled turn of measures. Links requirement to execute processes that back up the executives with getting sorted out and evaluate the potentials and deficiencies of their employees on an incessant premise. These chiefs need to then give the outcomes of those examinations reliably - either after quite a large number of weeks, month to month or quarterly. This continuous assessment and correspondence process gives an input circle that helps representatives comprehend the regions they need more preparation in, just as formative regions to further develop worker inclination and execution (Cielo, 2016).

- For another-

Giving response and compensations to the legislatures can propel him, and it authorises steadfastness - which are main motivations for overdue worker growth. In his opinion when he is respected and their endeavours apparent, implementation levels will rise (Xen, 2014). A review from Alight Solutions found that representatives who felt their prizes were met are multiple times bound to be locked in with their work. Acknowledgment and prizes are amazing approaches to boost our workers to develop with the association. While month to month or yearly honours are incredible, consider perceiving our workers precipitously - as 47% of representatives said they favour spontaneous prizes.

2.3 Prepare development plans for self & another

Self

Part 1: Personal Analysis

According to the chart of personal SWOT analysis, I have critical thinking ability as my strength whereas being tough on myself. As I have good communication skills, maintaining relationships is an opportunity for me. But new competition is a threat for me (Vendor, 2018).

Part 2: Setting Goals

What do I want to learn?	What do I have to do?	What support and resources will I need?	How will I measure success?	Target Date for Review
At first I need to figure out how to be happy with my own work which is getting appreciation from all. Additionally, I need to find out with regards to how to acknowledge criticisms and work on those.	To conquer my trouble, I should assemble more self-assurance and feel content with whatever great I do and get. Assuming I get an input, I will work on that more and spotlight on that.	As a resource of learning I can look up to some motivational videos or talk to some of my real life ideals.	I can quantify my prosperity by utilizing different intelligent cycles and graphs. I can likewise utilize criticism feedforward for working on these issues to address.	2 weeks
I wish to further develop my public talking abilities. Preparing to talk freely and further	By reviewing videos of speakers, I appreciate at whatever point I	For developing public speaking, I need some scopes to enhance my skill which can be	For estimating my prosperity, I can participate in some arbitrary public talking occasions.	

developing my relational abilities are fundamental for my profession. It is the principal stage in building up solid public conversational abilities.	accept my stage presence is absent. Reliably I can reproduce parts of their methodology that I accept will prevail for me.	a platform. I can watch some YouTube videos too.	Or then again I can even attempt to put on my perspectives any place I can.	3 weeks
I need to further develop my initiative capacities. A fruitful pioneer exhibits these attributes: job displaying, vision setting, empowering individuals, obligation, and supporting heads of tomorrow in the business.	By perceiving my solidarity areas, I might focus on such places while enhancing my shortcomings. To achieve this, reach an administrator or reliable associate to distinguish regions.	For gather courage I need some online portals or journals to build up my confidence.	I can utilize GAANT outline for my assessment.	2 weeks

Part 3: Personal Objectives

Short Term Goals (next 12 months)
Building up associations with educators, endeavouring to get the hang of, finding a temporary job, and making some part-memories work are a couple of my somewhat short targets. To zero in totally on the level headed, ensure it is concentrated
Medium Term Goals (2-3 years)
At the point when I graduate, I intend to collect adequate money to require a vacation year. After graduation, there are a few chances for break period voyaging, educating, and

business. Assuming there is whatever captivates one, I should begin organizing our accounts at this moment

Long Term Goals (3-5 years)

Acquiring a Ph.D., setting up my own chief, and writing an original all cases of long haul destinations, and regardless of whether this is an expert, money related, or personal development objective, getting one will be troublesome. That dislikes the vast majority of the other momentary desires on my list of must-dos—I'll try to the impediments.

Person 2

Part 1: Personal Analysis

According to the chart of another person's SWOT analysis, his strength is that he can work under extreme pressure but his assessment ability is tough which is weakness of him. As he is good in the IT section that can be his opportunity. On the other hand, new advanced technologies are a threat for him.

Part 2: Setting Goals

What do I want to learn?	What do I have to do?	What support and resources will I need?	How will I measure success?	Target Date for Review
The ability to handle and resolve muddled issues is among the unobtrusive gifts that organizations search for while recruiting. This is the kind of thing	He should think soundly in endeavour to cure difficulties and accomplish our objectives.	For creating public speaking, I want a few extensions to improve my expertise which can be a stage. I can observe some WeTube recordings as well.	He can gauge his prosperity at whatever point he will deal with any issue.	4 weeks

he'd prefer to learn too.				
It is basic to ensure that our chiefs' goals are attainable while additionally getting the best out of our self and our staff.	Each move he makes has a point or objective connected to that however and gives us a chance to start.	For attaining goal, he can use the reflective cycle of Gibbs'.	He should see how quick and sanely he can take care of the issue. In case he addresses it soon in doing as such then he can gauge his achievement.	2 weeks
He wishes to additionally foster his public talking capacities. Planning to talk uninhibitedly and further fostering his social capacities are major for his calling.	To vanquish his difficulty, he ought to gather more confidence and feel content with whatever incredible he does and get. Accepting that get an info, he will work on that more and focus on that.	As an asset of learning he can admire some persuasive recordings or converse with a portion of his genuine goals.	He can measure his thriving by using distinctive savvy cycles and charts. He can similarly use analysis feedforward for working in these issues to address.	2 weeks

Part 3: Personal Objectives

Short Term Goals (next 12 months)
A reason containing explicit rules is undeniably more fruitful than a common responsibility. It's conceivable that picking a boss is similarly pretty much as essential as acquiring a particular grade.

Medium Term Goals (2-3 years)
He plans to grow his systems administration openings in his specific profession. This is actually a mid-term point which offer a wide scope of long haul destinations
Long Term Goals (3-5 years)
He has the plan to distribute desk work or any article in his field which will help his vocation. He has a means to construct a profession effectively with his experience, study or start his very own business where he can have all the entrance of it.

2.4 Method used to monitor the development of self & another.

- For Self

Self-observing aides to more established children actually look at replies by utilizing the opposite activity, like utilizing augmentation to really take a look at a division issue. Self-checking is additionally the expertise I use to ensure I've gone through every one of the means of an issue and that each piece was done effectively (Crepe, 2019).

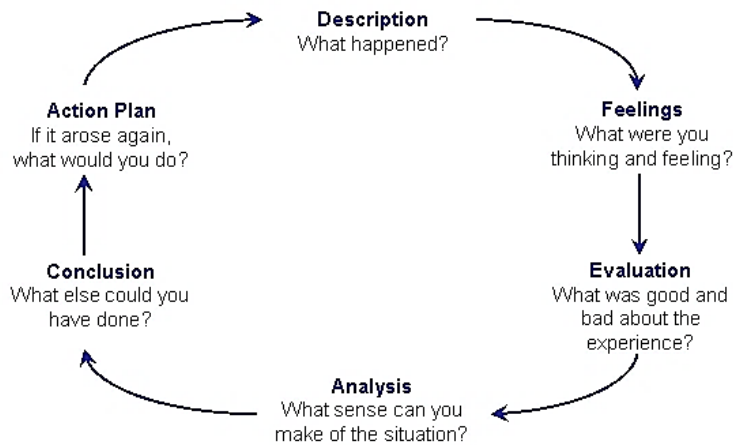
- For others

He utilizes self-observation to decide if the sounds he's utilizing for the letters seem OK together to make a word he perceives—an expertise known as interpreting. Self-checking is the thing that helps him return and re-examine the word when it doesn't sound right.

Section 3: Know how to prepare for the recruitment process

Gibbs' Reflective cycle model is used in various conditions and is useful in evaluating it, especially as an instructor or mentor. Reflection is used to chip away at comprehension and confirmation of preparing based learning - something imperative to pass. It is seen as a significant instrument to use after fundamental occasions have jumped out to help informational experts like us similarly permitting our understudies to ponder encounters and make new learning and design novel musings.

Reflection on the Recruitment Process



Gibbs (1988)

3.1 Description

This part requires a certain depiction of the scene. At this stage, no closure is drawn, the consideration is on the information; that too which is pertinent. This fosters the establishment and a prevalent perception of the event (Gibb's, 2013).

3.2 Feelings

Here any inclination felt during the event is discussed. Questions like, what did we feel before the scene? During it? After it was all over? What do we think others felt? What do we feel about the scene now? What do we think others feel about it now? helps answer this part exactly.

3.3 Evaluation

Unbiasedly evaluate the situation. This is a good part to incorporate theories and references as they evaluate and judge the event.

3.4 Analysis

Ponder what might have blocked or helped the situation. This part can be improved by reference to an insightful article (for writers) or a previous experience if fundamental. Interface the theory and experience together.

3.5 Conclusion

Contemplate what did we gain from the situation. If the outcomes were positive, how could it be that we could additionally foster it for ourself and each and every other individual.

3.6 Action Plan

This part deals with the plan of how to effectively manage and propel the situation in a little while (Gibbs, 2018).

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Appendix A

Subject: Application for the Post of {Software Developer}

Dear Mr./Ms./Mrs. {Recipient's Name},

This is in regards to your post on {Portal} about an opening in your organization for the job of Software Developer. Kindly acknowledge my application for the equivalent.

Here is a brief with regards to myself. I have finished B. Tech in Computer Science from {Institute Name}. I got {Marks/Grade} in my end of the year tests and passed with {distinction/Percentage}. During my examinations, I partook in different tech fests and furthermore won a gold decoration for making an application without any preparation in a between college tech contest. I'm sure that I have the right stuff to dominate at your dynamic association. I have consistently longed for being a piece of your organization because of the advancement openings you give. I demand you to offer me a chance to learn and develop at your regarded firm through this work job.

Kindly allude to my resume and introductory letter, joined with the email, for point by point data.

Much thanks to You.

Yours earnestly,

{Your Name}

Mobile: {Your Contact Number}

Email Id: {Your Email Address}

Appendix B

Student Counsellor CV Sample

/Keith Thompson/20 Example Street, Example City/O1255
987654321/kthompson1985@examplemail.com

Professional Summary

A suitably qualified and registered counsellor, I have been working with secondary school age students for a number of years and have plenty of experience providing services to other age groups, too. With a background in an educational setting, from my time as a teaching assistant, I am now a dedicated student counsellor who is well versed in helping students to overcome issues such as stress, exam worry, bullying and helping with their ongoing educational opportunities. Having worked for a number of years in a successful school, I am now looking for a new challenge which will cause me to spread my professional wings.

Core Qualifications

Certificate in Counselling Skills accredited by the National Counselling Society (NCS).

Professional Qualifications

- Disclosure and Barring Service cleared.
- Registered with the Professional Standards Authority in Health and Social Care
- Diploma in Working with Children and Adolescents from the British Association for Counselling and Psychotherapy (BACP)

Academic Qualifications

A levels: Psychology (B) and Sociology (D) AS levels: English (A) and History (C) Seven GCSEs at good grades

Key Skills

- The proven ability to encourage clients to talk about their feelings, especially younger ones.
- Good skills with assisting clients to see things more clearly or in a different light.
- Aptitude for building a relationship of trust based on mutual respect.

Work Experience

School Counsellor – Leicester, September 2011 – Present

- Responsible for conducting all counselling work in the school and liaising with heads of year directly.
- Developed good working relationships with bodies outside of the school, including social services and the police.
- Conducted all work under the relevant child protection and disclosure regulations.

Volunteer Student Counsellor – Rugby, September 2010 – July 2011

- Helped students at key stage 3 to deal with any emotional problems they faced at school including strategies for dealing with homework.
- Developed an updated anti-bullying policy for the school along with students, teaching staff and parent governors.
- Responsible for organising all confidential student records.

References

References available on request. Just one of the many examples available to use, this student counsellor CV sample provides great advice into the best way of presenting a polished CV. You might also like to use our tools and CV builder, also available through this site.

Appendix C

(Name)

(Address)

(Email)

May 1, 2018

Dear Hiring Manager,

I'm excited to be applying for the Software Developer position at Cloud Clearwater. With software development, there is always something new to discover. Designing a program that is truly helpful to the user is my ultimate goal on every project, and I am delighted by the opportunity to apply my knowledge at Cloud Clearwater, a top provider of cloud services.

During my previous role at River Tech, I provided support for a role-oriented parts management system that allowed the users to track parts, jobs, tasks, statistics and other job and employee data. This system is utilized by an Air Force depot to track all progress on the parts and labor required to repair and supply airplanes. As part of my duties, I provided enhancements to the program and also provided immediate solutions to unexpected problems.

When I was appointed to design an online version of the hardcopy workbook used by the maintenance and repair technicians for job tracking, I successfully led the team in certain tasks and followed direction from the team leader for other requirements. The implementation of the online workbook resulted in a 25% faster completion time for measurable tasks the following year.

Thank you for your time and consideration. I'm looking forward to learning more about the Software Developer position and about Cloud Clearwater. As a Software Developer, my goal is to continually increase my programming skills in order to present better solutions to my employers and their clients. I enjoy uncovering new ideas and would use them to advance Cloud Clearwater's mission to deliver viable solutions for digital storage.

Sincerely,

(Name)

Appendix D

Result of VARK method

For Self

The VARK Questionnaire

Your VARK Results

Your learning preference:
Multimodal (VARK)

People with your preference like:
different formats, graphs, diagrams, maps, interesting layouts,
space, listening, discussing, talking, questioning, notes, handouts,
print, text, practical exercises, experiences, examples, case
studies, trial and error, things that are *real*, ...

Full information about your preference is available in your [VARK Academic Profile](#) or [Business Profile](#) (US\$10.57).
[View Example Profile](#)

Your scores were:

- Visual 5
- Aural 5
- Read/Write 4
- Kinesthetic 3

For Another

The VARK Questionnaire

Your VARK Results

Your learning preference:
Multimodal (VARK)

People with your preference like:
different formats, graphs, diagrams, maps, interesting layouts,
space, listening, discussing, talking, questioning, notes, handouts,
print, text, practical exercises, experiences, examples, case
studies, trial and error, things that are *real*, ...

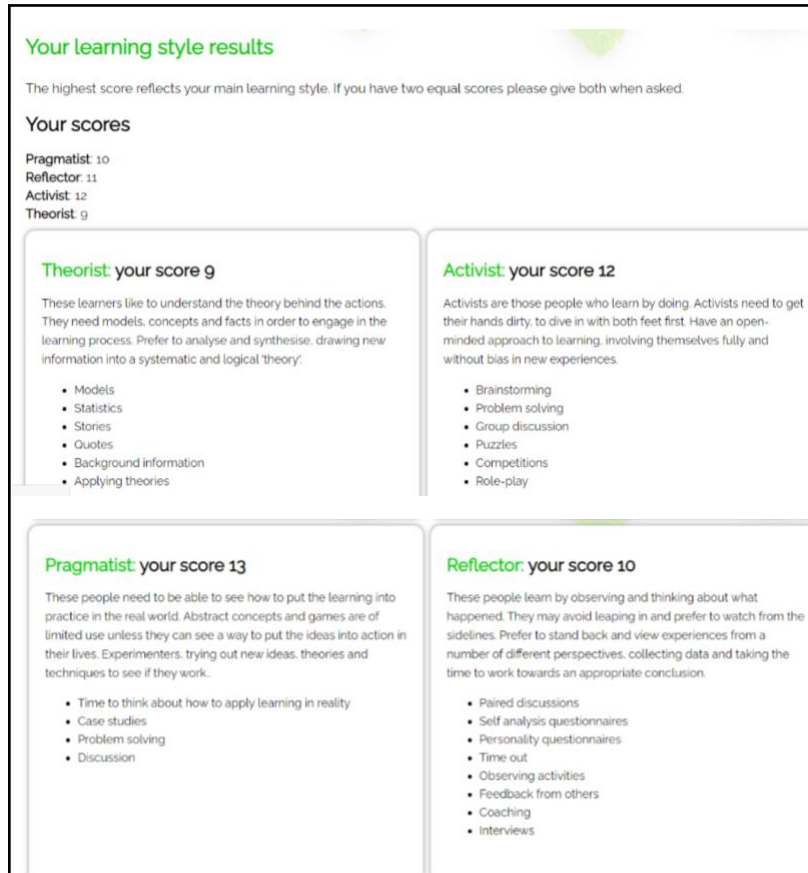
Full information about your preference is available in your [VARK Academic Profile](#) or [Business Profile](#) (US\$10.57).
[View Example Profile](#)

Your scores were:

- Visual 6
- Aural 5
- Read/Write 6
- Kinesthetic 7

Result of Honey and Mumford Method

For Self



For Another

Your learning style results

The highest score reflects your main learning style. If you have two equal scores please give both when asked.

Your scores

Pragmatist: 10
Reflector: 11
Activist: 12
Theorist: 9

Theorist: your score 9

These learners like to understand the theory behind the actions. They need models, concepts and facts in order to engage in the learning process. Prefer to analyse and synthesise, drawing new information into a systematic and logical 'theory'.

- Models
- Statistics
- Stories
- Quotes
- Background information
- Applying theories

Activist: your score 12

Activists are those people who learn by doing. Activists need to get their hands dirty, to dive in with both feet first. Have an open-minded approach to learning, involving themselves fully and without bias in new experiences.

- Brainstorming
- Problem solving
- Group discussion
- Puzzles
- Competitions
- Role-play

Pragmatist: your score 10

These people need to be able to see how to put the learning into practice in the real world. Abstract concepts and games are of limited use unless they can see a way to put the ideas into action in their lives. Experimenters, trying out new ideas, theories and techniques to see if they work.

- Time to think about how to apply learning in reality
- Case studies
- Problem solving
- Discussion

Reflector: your score 11

These people learn by observing and thinking about what happened. They may avoid leaping in and prefer to watch from the sidelines. Prefer to stand back and view experiences from a number of different perspectives, collecting data and taking the time to work towards an appropriate conclusion.

- Paired discussions
- Self analysis questionnaires
- Personality questionnaires
- Time out
- Observing activities
- Feedback from others
- Coaching
- Interviews