

# LEARNING STYLE INVENTORY SCORE SHEET

Place your answer of either "a" or "b" from the test questions next to the same numbers on this sheet.

Answer the questions as honestly and quickly as possible, and keep in mind there are no right or better answers, only your best answer

place a "?" for questions that you did not understand

place a "X" for questions which you could not decide

- |           |           |           |           |
|-----------|-----------|-----------|-----------|
| 1.        | 2.        | 3.        | 4.        |
| 5.        | 6.        | 7.        | 8.        |
| 9.        | 10.       | 11.       | 12.       |
| 13.       | 14.       | 15.       | 16.       |
| 17.       | 18.       | 19.       | 20.       |
| 21.       | 22.       | 23.       | 24.       |
| 25.       | 26.       | 27.       | 28.       |
| 29.       | 30.       | 31.       | 32.       |
| 33.       | 34.       | 35.       | 36.       |
| 37.       | 38.       | 39.       | 40.       |
| 41.       | 42.       | 43.       | 44.       |
| 45.       | 46.       | 47.       | 48.       |
| 49. _____ | 50. _____ | 51. _____ | 52. _____ |

a/E -

a/S -

a/F -

a/J -

b/I -

b/N -

b/T -

b/P -

## NOW TOTAL EACH COLUMN BELOW THE LINE AT THE BOTTOM

After you are finished answering the questions, total the letters in each column. Count the total number of "a"s, and the total of "b"s. Place that number at the bottom of the column next to the same letter so it looks like this:

a/E- 9

b/I- 4

**Putting your answers together** (place the letter with the highest total in the spaces below)

\_\_\_\_\_ INTROVERT/EXTROVERT (first column)

\_\_\_\_\_ SENSATE/INTUITIVE (second column)

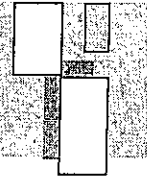
\_\_\_\_\_ THINKER/FEELER (third column)

\_\_\_\_\_ JUDGER/PERCEIVER (fourth column)

You should now have a four letter combination score: For example ESTP, INFJ, ENTP or ISTJ

# Paragon Learning Style Inventory

*A Window into Learning Style and Cognitive Preference  
Adult Version*



**Directions: Please answer the following questions as carefully, honestly and quickly as possible, and remember there are no right answers, only your best answers.  
Place your answers horizontally on the answer sheet provided**

1. When you come to a new situation you usually
  - a. try it right away, and learn from doing
  - b. like to watch first and try it later
2. Do you think people should be more
  - a. sensible and practical
  - b. imaginative and inspired
3. When you come to an uncertain situation
  - a. you usually trust your feelings more
  - b. you usually trust your thinking more
4. Do you prefer when things are
  - a. planned and structured
  - b. spontaneous and unplanned
5. Do you spend most of your time
  - a. often in bigger groups and seldom alone
  - b. in smaller groups or alone
6. It is better to
  - a. be able to accept what is
  - b. try to change things
7. Is it worse to do
  - a. mean things
  - b. unfair things
8. When it comes to decisions
  - a. you usually make them quickly and easily
  - b. you usually have trouble making up your mind
9. After a day spent with a lot of people do you
  - a. feel energized and stimulated
  - b. feel drained and like being alone
10. When you need to get something important done, you prefer to
  - a. do it the way that has worked before
  - b. do it a new way that you just thought of
11. Which is a bigger compliment?
  - a. "he/she is really nice"
  - b. "he/she is really smart"
12. When it comes to time, are you more likely to
  - a. usually be on time
  - b. be pretty flexible
13. When you are in a group do you usually
  - a. do a lot of the talking
  - b. mostly listen and talk a little
14. Are you more interested in
  - a. what really is
  - b. what can be
15. When you look at two things, you mostly notice
  - a. how they are the same
  - b. how they are different
16. When you have a job to do, I want to know
  - a. only what you need to so I can get started
  - b. all that you can about the task
17. Most other people seem to see you as
  - a. kind of out-going
  - b. kind of shy and reserved
18. When it comes to work that is very exact or detailed
  - a. it comes pretty easily to you
  - b. you tend to lose interest in it over time
19. When your friends disagree, it is more important
  - a. to help them agree and come together
  - b. to help them come to the right answer
20. When you get-up in the morning
  - a. you know pretty much how your day will go
  - b. it seems every day is pretty different
21. When it comes to using the phone
  - a. you use it a lot and make most of the calls
  - b. you use it most when others call you
22. When you work on group projects, do you prefer
  - a. helping make sure the project gets done & works
  - b. helping come up with the ideas and plans
23. Others often describe you as a
  - a. warm-hearted person
  - b. cool-headed person
24. Which is more your way
  - a. to "do the right thing"
  - b. to "just do it"
25. When you talk to strangers you've just met you
  - a. talk pretty easily and at length
  - b. run out of things to say pretty quickly
26. When it comes to work you
  - a. prefer steady effort and a regular routine
  - b. work in spurts, really "on" then really "off"
27. Is it worse to be
  - a. too critical
  - b. too emotional
28. Would you rather have things
  - a. finished and decided
  - b. open to change
29. When it comes to news at work, you seem
  - a. to find it out quickly
  - b. to be one of the last to know
30. Are you more likely to trust
  - a. your experience
  - b. your hunches
31. I prefer leaders who are more
  - a. caring and supportive
  - b. knowledgeable and expect a lot
32. Is it more your way to
  - a. finish one project before you start a new one
  - b. have lots of projects going at once
33. Which is more true of you? do you
  - a. too often act and talk without thinking much first
  - b. spend too much time thinking and not enough doing
34. Things would be more fair if people
  - a. would just follow the rules
  - b. would just show integrity
35. Is it usually easier for you to tell
  - a. how someone else is feeling
  - b. what someone else is thinking
36. Which is the more useful ability
  - a. to be able to organize and plan
  - b. to be able to adapt and make do
37. At a party or gathering
  - a. you do more of the introducing of others
  - b. others introduce you more
38. Others have suggested that you too often
  - a. oversimplify a task
  - b. overcomplicate a task
39. It is more your way to
  - a. usually show what you are feeling
  - b. usually not show your feelings
40. You are the kind of person who
  - a. needs to have things a certain way
  - b. does it any old way
41. When you get done with an assignment
  - a. you feel like showing it to someone
  - b. you like to keep it to yourself
42. Things would be better if people were
  - a. more realistic
  - b. more imaginative
43. Would you say you are more concerned with
  - a. being appreciated by others
  - b. achieving something important
44. It is better that people
  - a. know what they want
  - b. keep an open-mind
45. Friday night after a long week you usually
  - a. feel like going to a party or going out
  - b. feel like renting a movie or relaxing
46. When you do a job, it's usually your approach to
  - a. start from the beginning, and go step-by-step
  - b. start anywhere, and figure it out as you go
47. When you tell a story, you mostly talk about
  - a. how the people involved were effected
  - b. what went on in general
48. You feel most comfortable when things are
  - a. planned and you know what to expect
  - b. unplanned and flexible
49. Most people describe you as more
  - a. energetic and talkative
  - b. calm and a good listener
50. Which do you find more compelling?
  - a. a proven practice that has been shown to work
  - b. a sound theory that makes perfect sense
51. You feel more comfortable responding to others'
  - a. feelings and values
  - b. thoughts and ideas
52. When it comes to daily tasks, you find yourself
  - a. finding a system for doing them that you use consistently
  - b. using a variety of strategies that depend on the situation

**NOW FOLLOW THE DIRECTIONS ON THE ANSWER SHEET TO COMPILE YOUR SCORE AND OBTAIN YOUR LEARNING/COGNITIVE STYLE.**

# The 4 Learning Style Factors

**Interpreting your score:** When you totaled your choices on the score sheet, the total of a's and b's in each column should have indicated a preference on each of these 4 factors of your learning style. For example, if in the first column you selected more a's than b's, that would have indicated that you would more likely show an E or Extrovert preference rather than an I or Introverted preference. However, if you had a tie, 6 a's and 6 b's, or a 7-6 score, then it is often helpful to examine each list of characteristics for the columns below to determine if one of the factors is more "like you" than the other. Most peoples' "true" preference falls more into one column than the other, but being in the center is possible.

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## EXTROVERT (@60% of population)

learns best from doing  
is more at ease and confident socially  
likes to know how others are doing it  
gets energized from socializing  
readily volunteers and offers opinions  
ideas start from the outside in

## SENSATE (@65% of population)

is more realistic and practical  
is more patient and steady  
uses his/her experience and common sense  
likes routines and order  
looks more for what is actual and sensible  
lives in the here and now

## FEELER (@65% of females: 45% of males)

is more interested in people than ideas  
focuses more on personal relationships  
likes harmony dislikes conflict  
is tuned in to others' feelings  
is warm and arouses enthusiasm  
makes decisions based on his/her heart

## JUDGER (@45% of population)

is more decisive than curious  
likes planned and scheduled activities  
has very set opinions  
feels good when things are completed  
likes order and organization  
may make decisions too quickly

## INTROVERT (@40% of population)

likes to watch before doing  
prefers working alone or with one other  
sets own standards when possible  
likes quiet space to work  
seems "deep" and hard to understand  
ideas start from inside out

## INTUITIVE (@35% of population)

is more imaginative and abstract  
likes new challenge, works in spurts  
trusts what makes sense to her/him  
dislikes routine and detail work  
looks more for what is possible  
lives toward her/his vision of the future

## THINKER (@55% of males: 35% of females)

is more interested in fascinating ideas  
wants things to be fair and reasonable  
stands-up for what he/she thinks  
is tuned in to logical consistency  
is cool-headed and impartial in conflict  
makes decisions based on rational thought

## PERCEIVER (@55% of population)

is more curious than decisive  
likes the spontaneous and unplanned  
is flexible, adaptable, and tolerant  
like to keep options open  
seeks more to understand than manage things  
may have trouble making up her/his mind

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The combination of your four preferences makes up your four factor "learning style." Taking the underlined letters from the factor titles above, you will obtain one of the 16 possible learning style combinations (i.e., ENTJ, ISFP, ESTP, or INFJ). Remember there are no better or more important styles. Those who prefer to work out of each side of the four factors are needed to make things work.

The more your score fell on one side of the column than the other, the more you will likely show a greater comfort working in that mode. While we all have the ability to work in either mode, understanding the modes that are the most comfortable for you will help you learn to be more successful and appreciate your unique gifts. You can learn more about how your preferences affect your style of learning, living and acting in the following pages.

## The Factor Combinations that Most Affect School Life

The two factors that most affect how one acts and learns in school are those of introversion/extroversion and sensation/intuition. Introverts may be more reflective while extroverts may be more outgoing. Practical skills may come more easily to sensates, while intuitives may be more comfortable with imagination. The key to academic and social success is to get to know your learning style and your comfort areas and then use those strengths to work on your less developed areas. The chart below shows the four possible combinations.

	Extroverts (E)	Introverts (I)
Sensates (S)	<p style="text-align: center;"><b>ES's Action oriented realists (@40%)</b></p> <p>This type loves action and things happening. They like to get practical results from their work, and like to work in groups. For them too much watching is a waste of time, they want to do. They like to share what they are doing and thinking. They get impatient when things are too slow, complicated, or abstract.</p>	<p style="text-align: center;"><b>IS's Thoughtful realists (@25%)</b></p> <p>This type is the most careful and steady. They don't mind working alone or with one other. They like practical results and are good with details, and technical things. They are often the least expressive; they see much but usually share little. They don't like careless ideas, plans, or too many new things at once.</p>
Intuitives (N)	<p style="text-align: center;"><b>EN's Action oriented innovators (@25%)</b></p> <p>This type is really motivated and likes to make things happen. They like to work in groups on new and interesting things. They like to take their theories and apply them with others. They share easily, especially what's inside. They don't like details, routines, or the same old thing for too long.</p>	<p style="text-align: center;"><b>IN's Thoughtful innovators (@10%)</b></p> <p>This type is the best at solving problems. They like to work at their own pace on their own ideas. They like to make creative and scientific things. They would rather express themselves through their thoughts, instead of socializing with lots of others. They don't like doing busy work or things that don't make sense</p>

## The Combinations that Most Affect How We See Things

When sensation is combined with the last (J/P) category, and intuition is combined with the third (T/F) category, four combinations are created that are often called the four temperaments types. When looking at a problem each of the four types may see it, and approach solving it, very differently. But for a team to be most successful it needs to incorporate the ideas and perspectives of each of these four learning styles.

Sensates	<p style="text-align: center;"><b>SP's Sensible, Adaptable, Active types (@33%)</b></p> <p>When sensate qualities are combined with perceiver qualities the result is usually someone very tuned in to the here and now. They like doing and playing today, and not being too worried about tomorrow. They are the most spontaneous and easy-going. They like to get involved in new and interesting activities. School can be boring for the SP, if it means sitting still and doing all written work, but it can be fun too, because that's often where the action is.</p>	<p style="text-align: center;"><b>SJ's Sensible, Decision-making types (@30%)</b></p> <p>When sensate qualities are combined with judging qualities the result is usually someone who is very dependable and responsible. The SJ is very service-oriented and are good "team players". They most like situations that are spelled-out and well organized. SJ's like institutions like school, teams, church and family. They usually don't mind step-by-step work, and they like and do well in school (partly because most teachers are SJ's themselves).</p>
Intuitives	<p style="text-align: center;"><b>NF's Enthusiastic, Insightful types (@22%)</b></p> <p>When intuition is combined with feeling qualities the result is someone who is very good with people and language. The NF is usually very enthusiastic and warm. They are very oriented toward cooperative things, and away from competitive things. They usually have very strong feelings about things and people, they really like them or really don't. NF's are very personal types, and thrive in supportive, creative, and harmonious situations.</p>	<p style="text-align: center;"><b>NT's Logical, Ingenious types (@15%)</b></p> <p>When intuition is combined with a thinking style the result is someone who always needs to know "why?" NT's are less interested in how things have been done, and more interested in how they can improve and change them. They are very imaginative, and are very comfortable in the "world of ideas". They like to be good at things, and always want to be learning. They can appear unemotional, and can be accused of having an "attitude", which is usually not the case.</p>

# LEARNING CHARACTERISTICS OF EACH OF THE 16 LEARNING STYLES

		Sensing Types				Intuitive Types			
Introverts	<b>ISTJ</b> Serious, quiet, earn success by concentration and thoroughness. Practical, orderly, matter-of-fact, logical, realistic, dependable. See to it that everything is well organized. Take responsibility. Make up their minds as to what should be accomplished and work toward it steadily, regardless of protests or distractions.	<b>ISFJ</b> Quiet friendly, responsible, and conscientious. Work devotedly to meet their obligations. Lend stability to any project or group. Thorough, painstaking, accurate. Their interests are usually not technical. Can be patient with necessary details. Loyal, considerate, perceptive, concerned with how other people feel.	<b>INFJ</b> Succeed by perseverance, originality, and desire to do whatever is needed or wanted. Put their best efforts into their work. Quietly forceful, conscientious, concerned for others. Respected for their firm principles. Likely to be honored and followed for their clear convictions as to how best to serve the common good.	<b>INTJ</b> Usually have original minds and great drive for their own ideas and purposes. In fields that appeal to them, they have a fine power to organize a job and carry it out with or without help. Skeptical, critical, independent determined, sometimes stubborn. Must learn to yield less important points in order to win the most important.					
	<b>ISTP</b> Cool onlookers. Quiet, reserved, observing and analyzing life with detached curiosity and unexpected flashes of original humor. Usually interested in cause and effect-how and why mechanical things work, and in organizing facts use logical principles.	<b>ISFP</b> Retiring, quiet, sensitive, kind, and modest about their abilities. Shun disagreements; do not force their opinions or values on others. Usually do not care to lead but are often loyal followers. Often relaxed about getting things done, because they enjoy the moment and do not want to spoil it by undue haste or exertion.	<b>INFP</b> Full of enthusiasm and loyalties, but seldom talk of these until they know you well. Care about learning ideas, language, and independent projects of their own. Tend to undertake too much, then somehow get it done. Friendly, but often too absorbed in what they are doing to be sociable. Little concerned with possessions or physical surroundings.	<b>INTP</b> Quiet and reserved. Especially enjoy theoretical or scientific pursuits. Like solving problems with logic and analysis. Usually interested mainly ideas, with little liking for parties or small talk. Tend to have sharply defined interests. Need careers where some strong interests can be used and useful.					
	<b>ESTP</b> Good at on the spot problem solving. Do not worry-enjoy whatever comes along. Tend to like mechanical things and sports, with friend on the side. Adaptable, tolerant, generally conservative in values. Dislike long explanations. Are best with real things that can be worked, handled, taken apart, or put together.	<b>ESFP</b> Outgoing, easygoing, accepting, enjoy everything and make things more fun for others by their enjoyment. Like sports and making things happen. Know what is going on and join in eagerly. Find remembering facts easier than mastering theories. Are best in situations that need sound common sense and practical ability with people as well as with things.	<b>ENFP</b> Warmly enthusiastic, high spirited, ingenious, imaginative. Able to do almost anything that interests them. Quick with a solution for any difficulty and ready to help anyone with a problem. Often rely on their ability to improvise instead of preparing in advance. Can usually find compelling reasons for whatever they want.	<b>ENTP</b> Quick, ingenious, good at many things. Stimulating company alert and outspoken. May argue for fun on either side of question. Resourceful in solving new and challenging problems but may neglect some routine assignments. Apt to turn to one new interest after another. Skillful in finding logical reasons for what they want.					
	<b>ESTJ</b> Practical, realistic, matter of fact with a natural head for business and mechanics. Not interested in subjects they see no use for, but can apply themselves when necessary. Like to organize and run activities. May be good administrators, especially if they remember to consider others' feelings and points of view.	<b>ESFJ</b> Warm-hearted, talkative, popular, conscientious, born cooperators, active committee members. Need harmony and may be good at creating it. Always doing something nice for someone. Work best with encouragement and praise. Main interest is in things that directly and practically help people's lives.	<b>ENFJ</b> Responsive and responsible. Generally feel real concern for what others think or want, and try to handle things with due regard for the other person's feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, sympathetic. Responsive to praise and criticism.	<b>ENTJ</b> Hearty, frank, decisive leaders in activities. Usually good in anything that requires reasoning and intelligent talk, such as public speaking. Are usually well informed and enjoy adding to their fun of knowledge. May sometimes appear more positive and confident than their experience in the area warrants.					

From J. Briggs-Myers & M. McCauley (1992) *Manual: a Guide to the Development and Use of the Myers-Briggs Type Indicator*. Consulting Psychologists Press

## Type Dimension Comparison

Introversion		Extroversion	
Withdrawing to peace	Energy from . . .	Immersion into action	
Watching first	Learn from . . .	Doing first	
Wait to be approached	Interaction	Initiate the interaction	
Series on 1 on 1's	Socializing	In groups	
Externally reserved	Expression	Shows what's going on	
Inside/Autonomous	Thinking	Outside/Accommodating	

Sensate		Intuitive	
Practical reality	World	Socially constructed	
Respect for what is	Reality	Imagine what could be	
Present	Time orientation	Future	
Experience	Effectiveness comes from . . .	Ingenuity	
What works	Data for tasks	What makes sense	

Feeling		Thinking	
People	Basic Value	Rational	
Wholes/Similarities	Looking at things	Patterns/Differences	
Resist it	Approach to Conflict	Invigorated by it	
Warm and readable	Affect	Cool and reserved	
Praise and encouragement	Motivation	Achievement and attaining the goal	

Judging		Perceiving	
Decisive	Decision Style	Open-minded	
Convergent	Approach to information	Divergent	
Linear/Sequential	Cognitive Pattern	Random/Circular	
Clock time is valid	Time	General/Flexible	
Completion	Comfort in tasks	Getting Started	