

# Learning, Thinking, Working Styles

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# Tammy Wellbrock

## My Story

- **Career in rural America**
- **Champion for Women's Success and Advancement**



Storyteller | Speaker | Mentor  
Marketer | Author | Connector

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# David Kolb's Learning Cycle

- How we absorb and process information determines the way we communicate, lead and solve problems.
- Understand why other people do what they do.
- Aids teams in working more effectively together.
- Helps reduce blaming and misunderstandings.
- Works in any setting, personal to professional.

# Kolb's Assessment

- This assessment is considered the most reliable descriptors of our learning process. This is NOT a personality test.
- Tool to quickly assess how people handle information.
- Based on gut reactions. Do the test quickly.
- Not intended to label or “put into boxes.”
- No one style is better than another.

## Learning/Thinking/Working Styles

Rank each set of four words for the nine sets listed below. Assign a (4) to the word which BEST characterizes you, (3) to the word which next best characterizes you, (2) to the next most characteristic word and (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.

	4 BEST	3	2	1 LEAST
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 \_\_\_\_\_  
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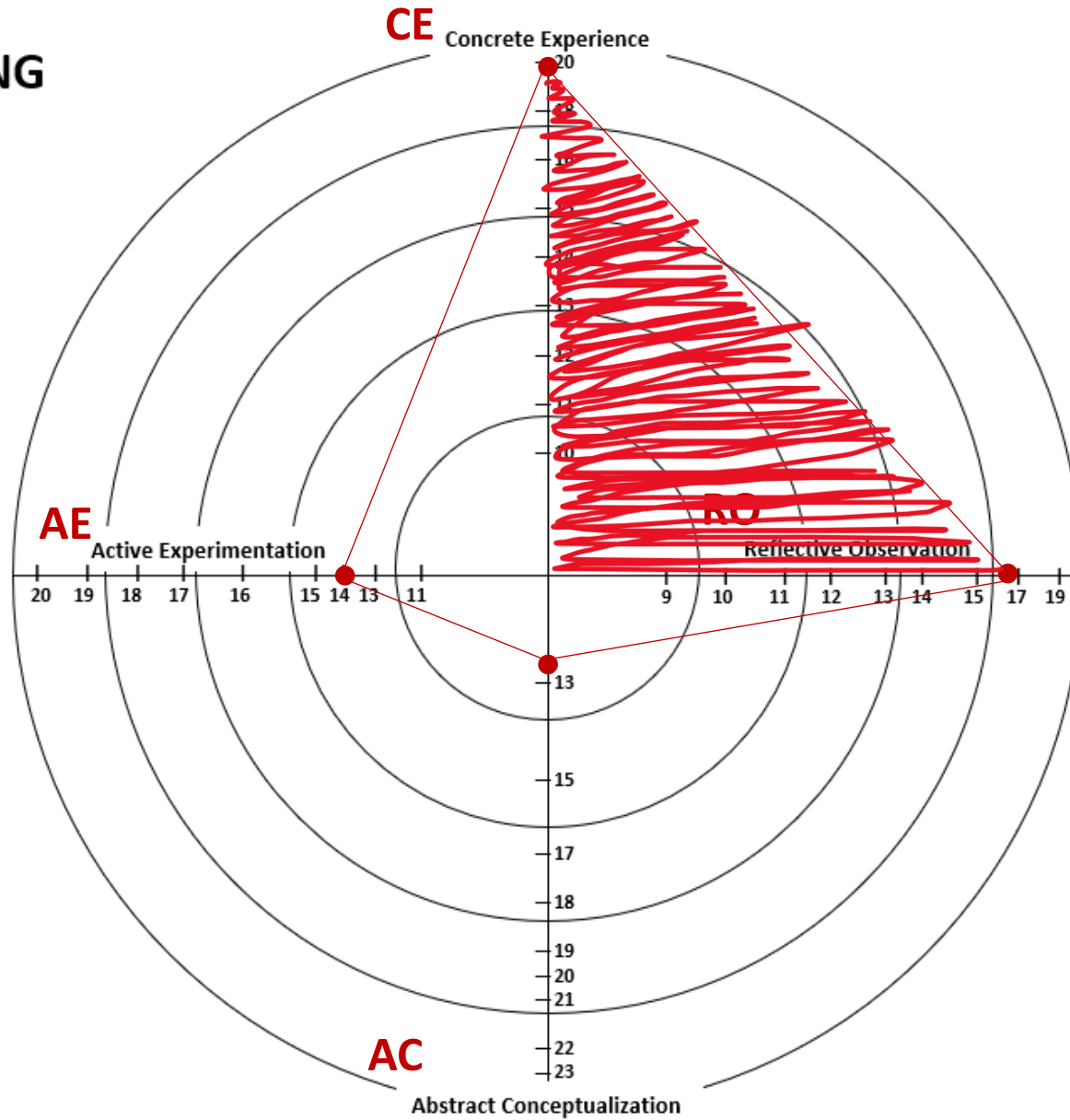
AE \_\_\_\_\_  
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# Learning/Thinking/Working Styles

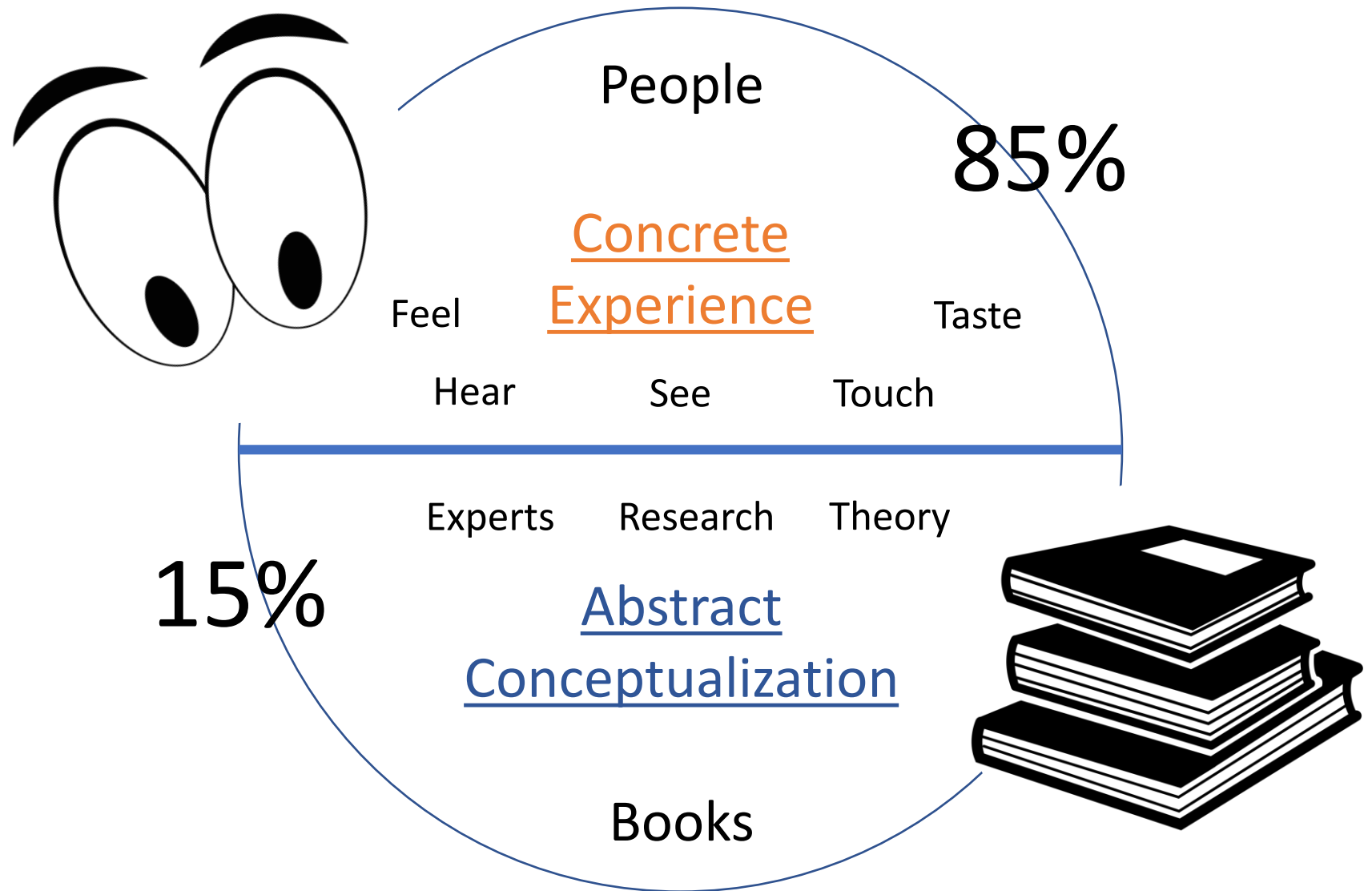
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CE	_____	RO	AC	AE
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## SCORING GUIDE

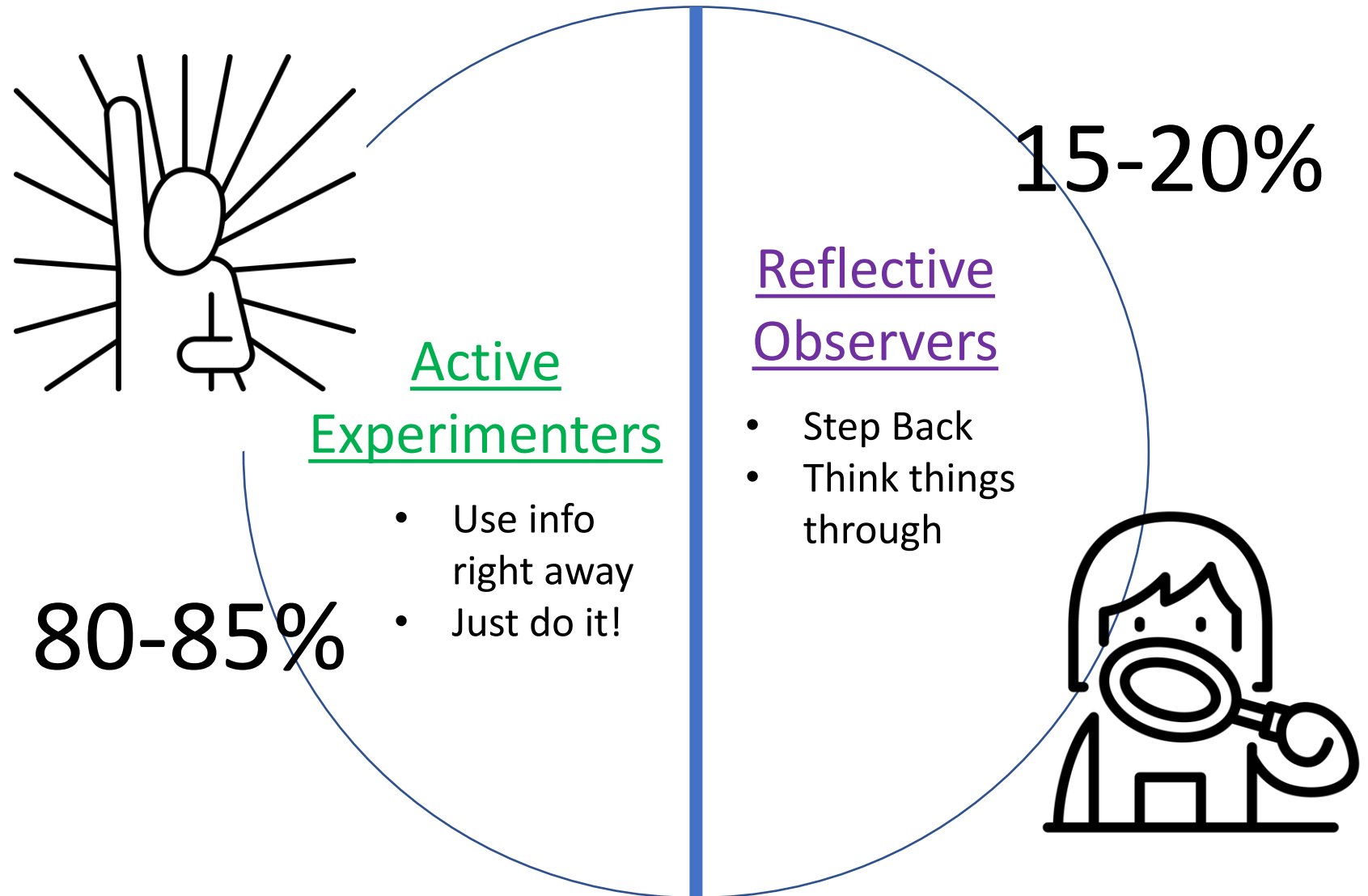


# How We Take In Information

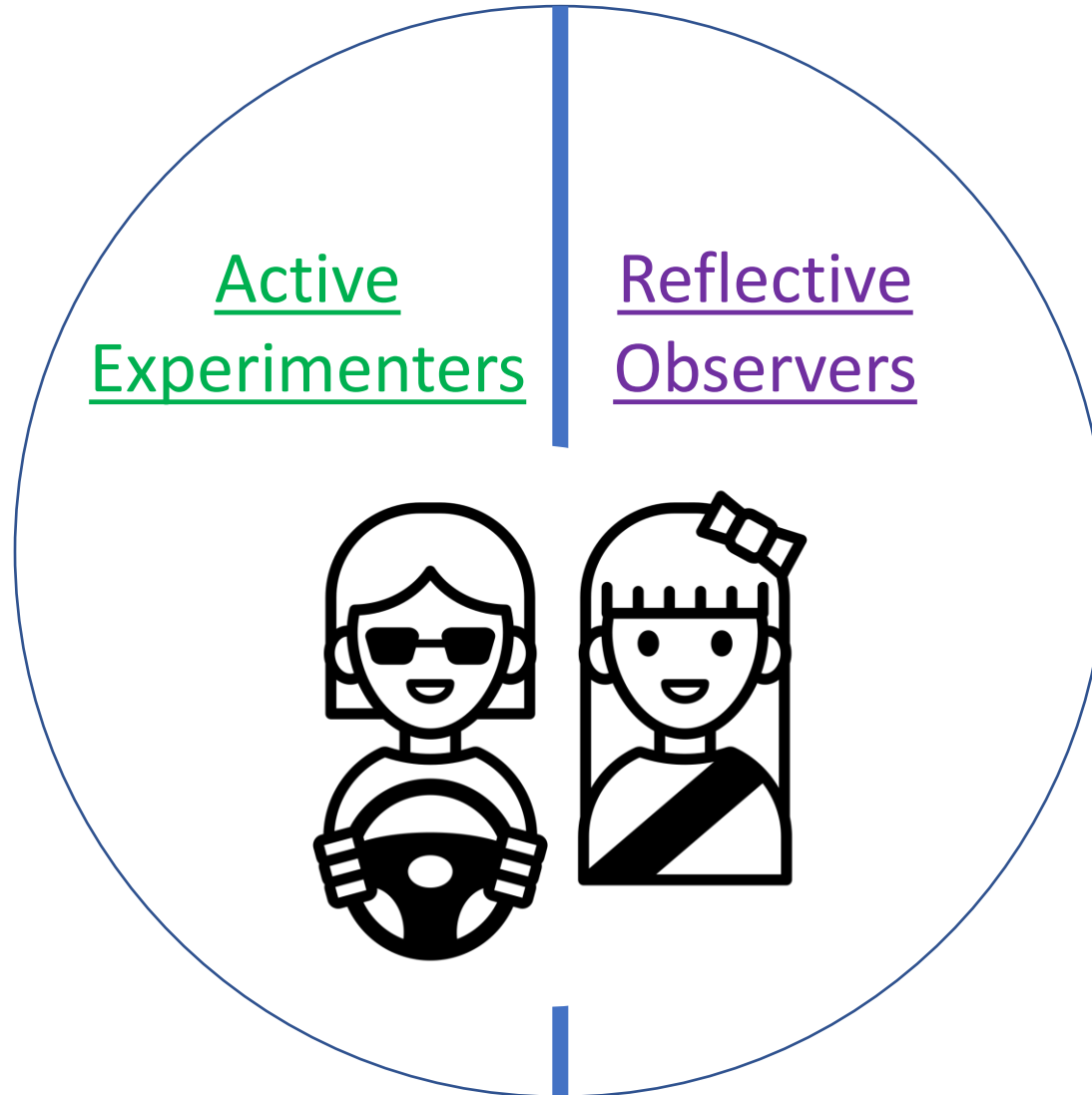




# How We Use Information



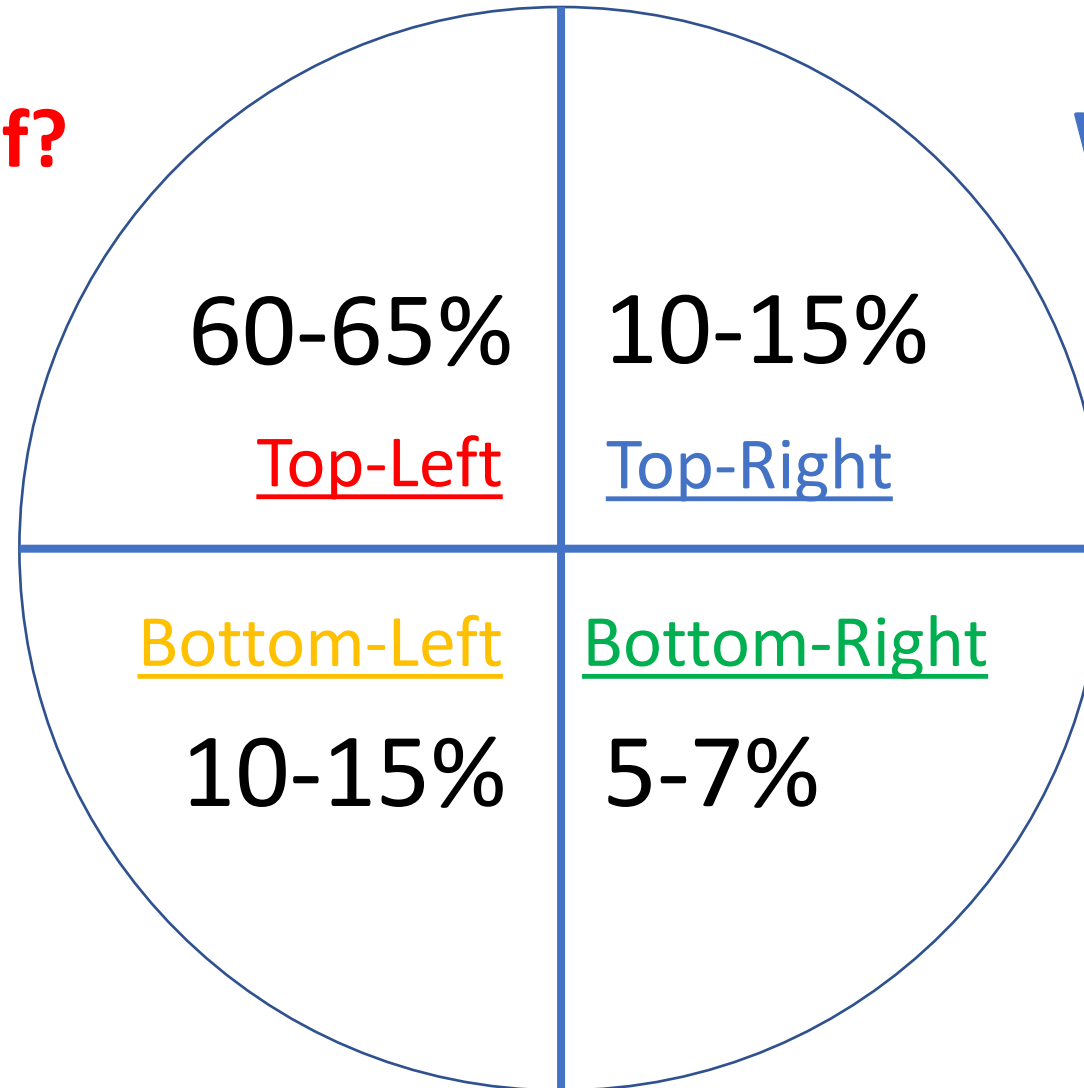
# How We Use Information



# Population Breakdown

What If?

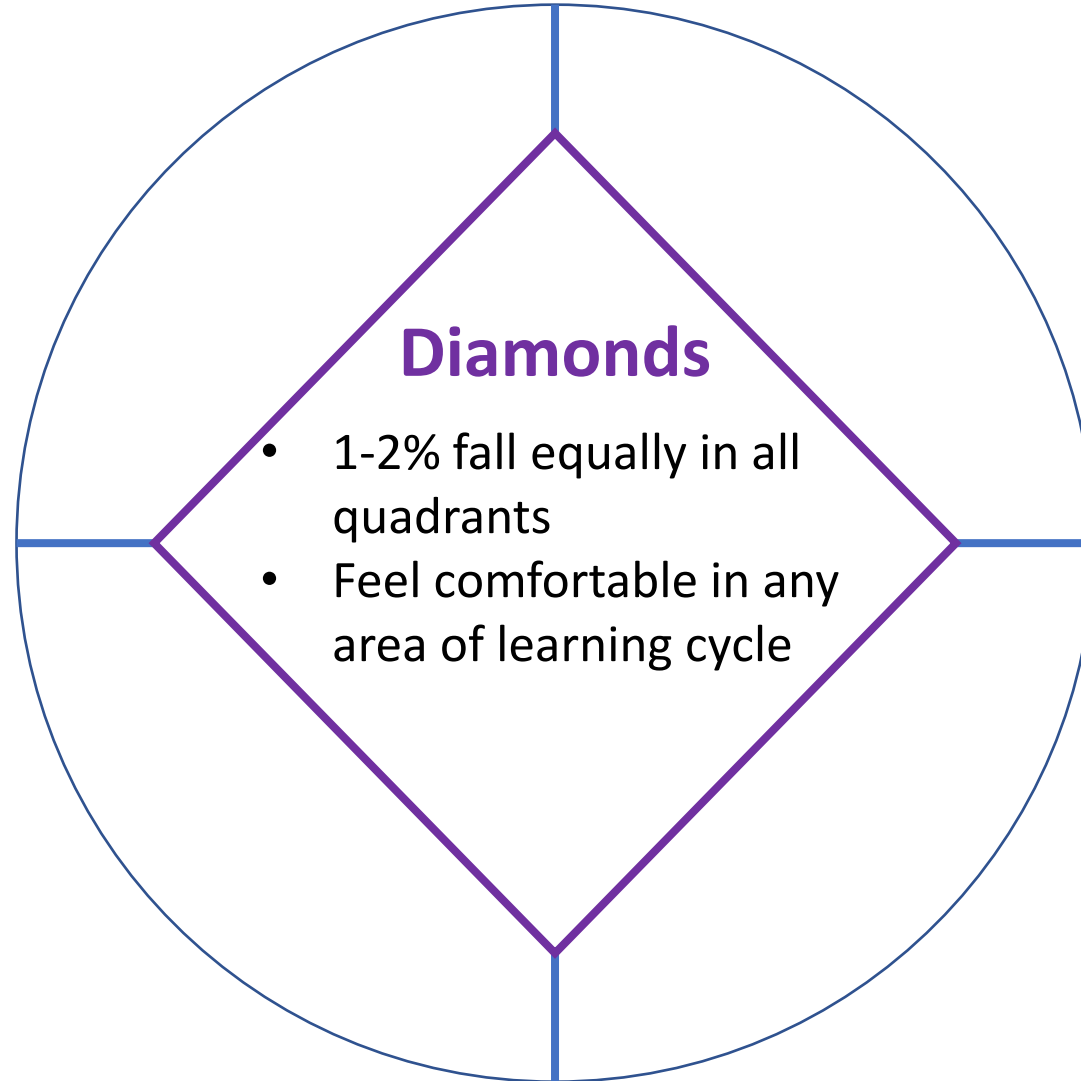
Why?



How?

What?

# Quadrant Breakdown



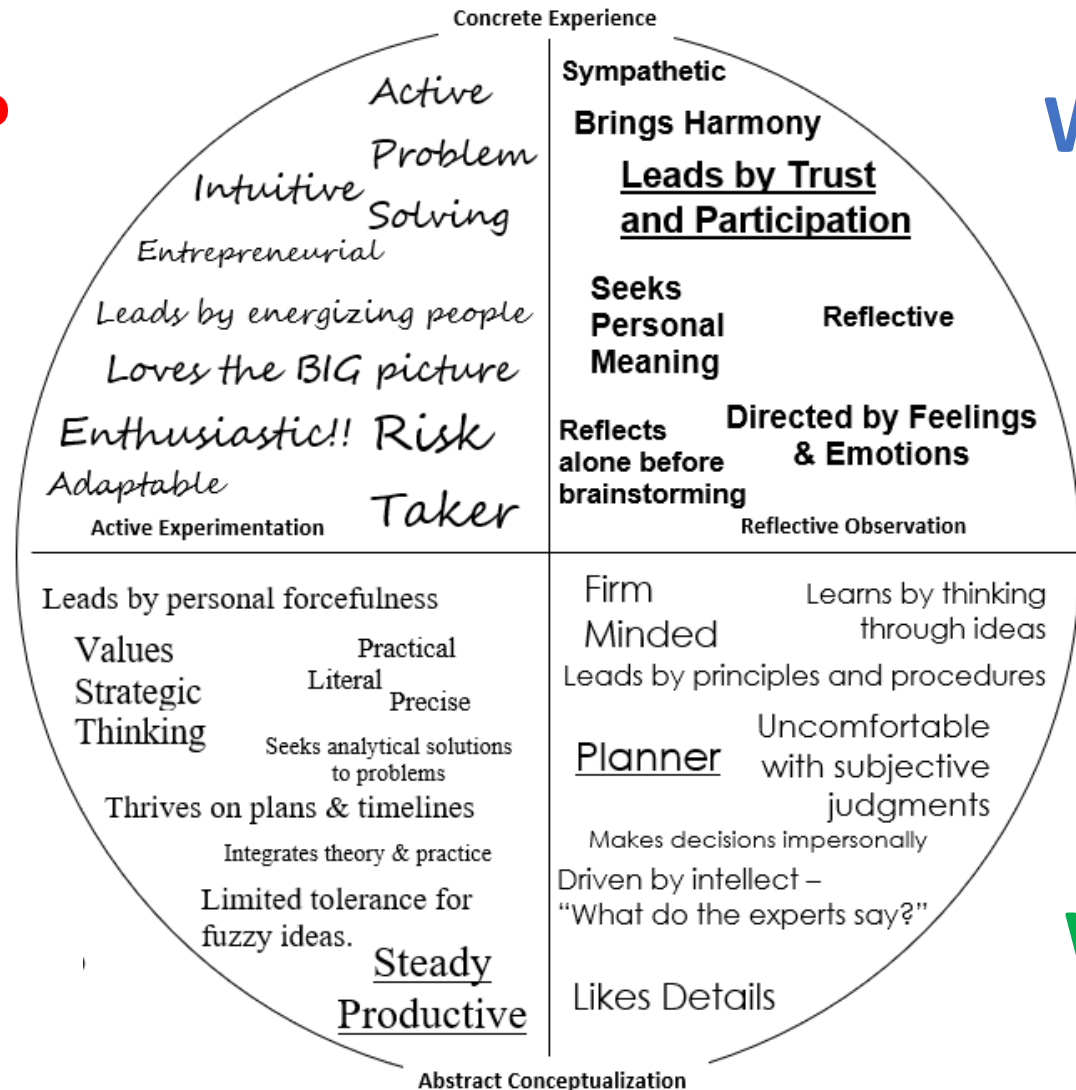
# Learning, Thinking, Working Diagram

What If?

Why?

How?

What?



# Quadrant Breakdown

**What If?**



## Top-Left

- They perceive, or gather information, through sensing and feeling.
- The use, or process, it actively.
- Change is very comfortable.
- Highly intuitive.
- Enthusiastic & Inventive.
- Lead by energizing and holding up the vision.

# Quadrant Breakdown

## Top-Right

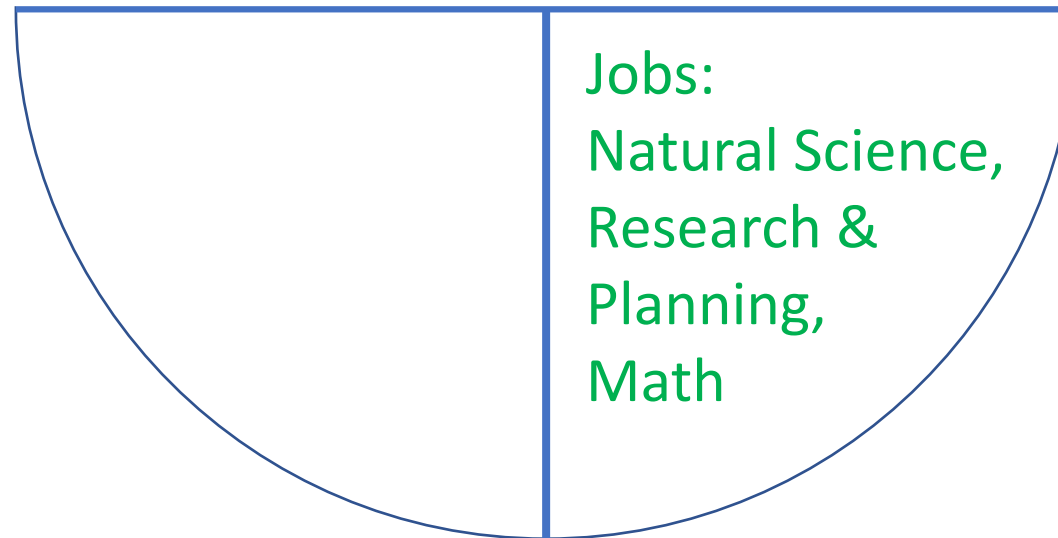
- They perceive, or gather information, through sensing and feeling.
- The use, or process, it reflectively.
- Make information useful through reflection.
- Highly empathetic.
- Good listeners and they value people.
- Lead by generating trust and ensuring all participates.



# Quadrant Breakdown

## Bottom-Right

- They perceive abstractly through concepts.
- The process reflectively through books, experts and research.
- They think scientifically and are organized.
- Highly analytical and detail oriented.
- Lead by principles and procedures, are very concerned about fairness and justice.



**What?**

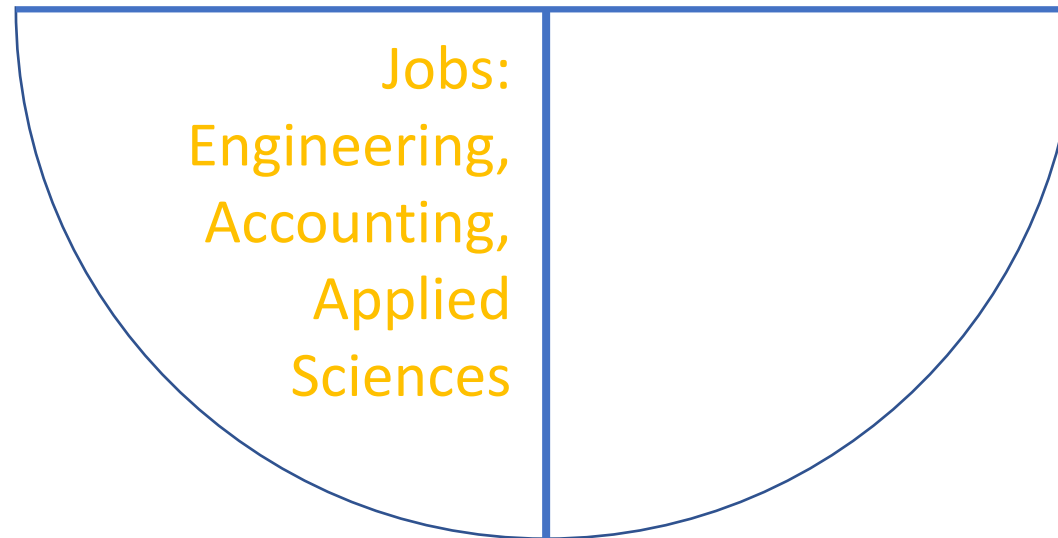


# Quadrant Breakdown

## Bottom-Left

- They perceive abstractly through concepts.
- The process actively by experimenting.
- They are literal and precise.
- They are doers.
- Creating plans and timelines are their forte.
- They create strategies for getting work done and are in front leading the charge.

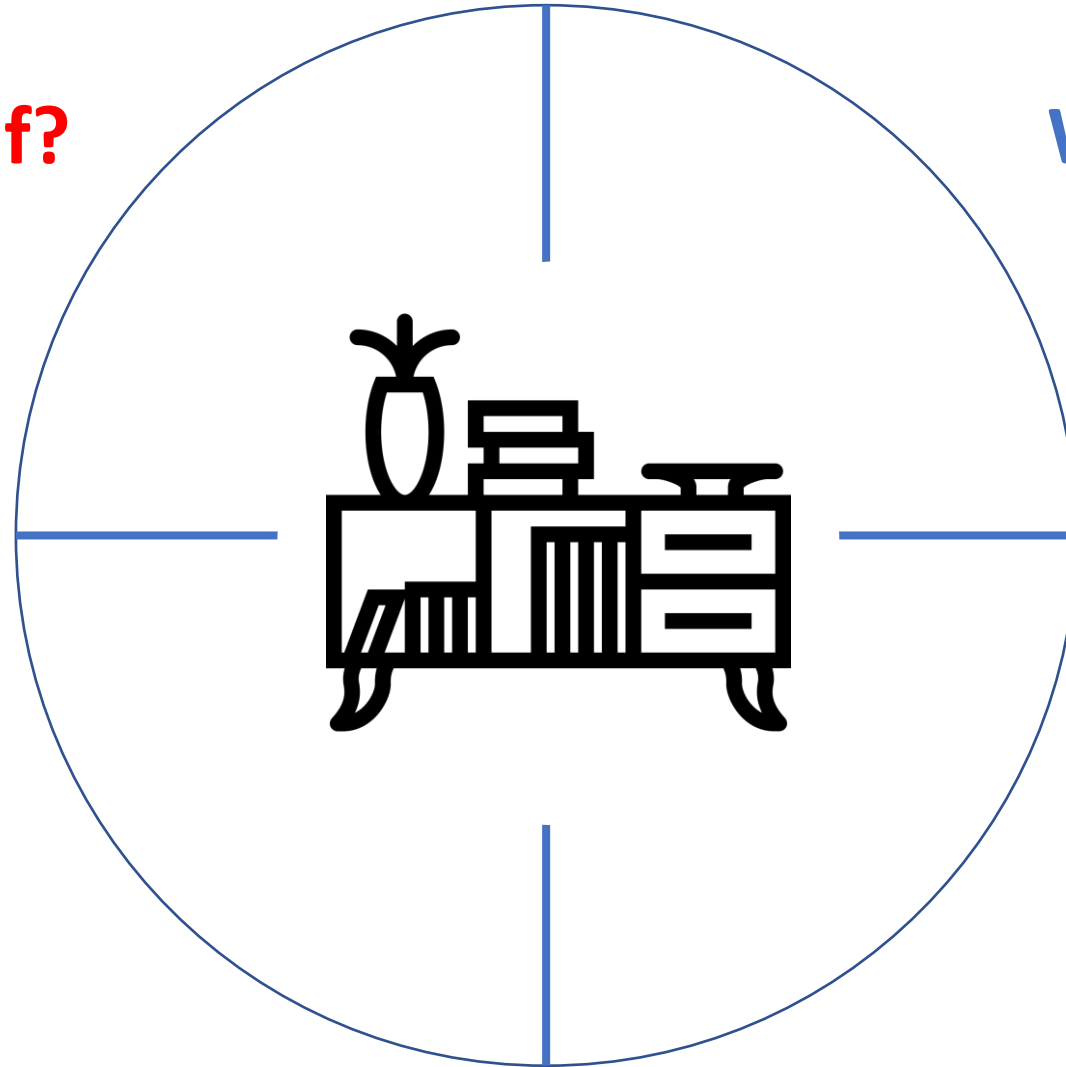
How?



# The Bookshelf Analogy

What If?

Why?



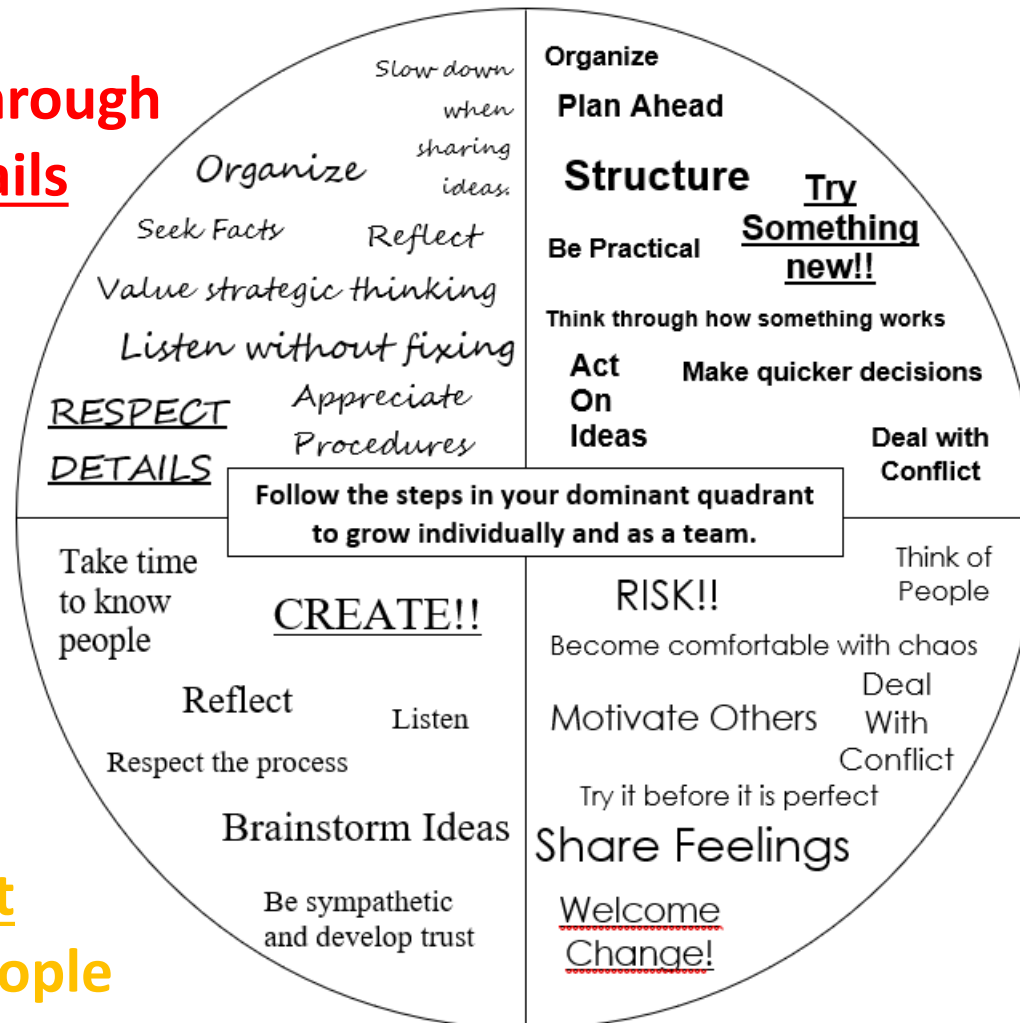
How?

What?

# Balancing Act – “Stretch Your Egg”

Think through  
the details


Finish  
Something



Connect  
with People

Do  
Something

# Moving forward, how will you...

- 
- Adapt communication for others?
  - Delegate tasks by strengths?
  - Resolve conflicts thoughtfully?
  - Balance workload distribution?
  - Leverage team styles?
  - Provide feedback?

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*Connect with me on LinkedIn!*

# Thank You

