Pearson
Talent Solutions

BEHAVIOURAL & PERSONALITY ASSESSMENTS

Learning Styles



Help your organisation understand how people learn, adapt, and perform at their best

In today's workplace, learning is continuous. People need to adapt quickly, build new skills and apply knowledge in real-world situations. When learning is aligned to individual preferences, it becomes more effective, more engaging and more impactful. Learning Styles gives you the insight to personalise development and help every learner thrive.

Learning Styles helps you understand the different ways people engage with learning experiences — so you can tailor development, improve engagement and unlock stronger performance.

Learning Styles Benefits

- **Quick and accessible** – efficient to complete, making it easy to integrate into development programmes
- **Reveals learning preferences** – shows how individuals absorb, process and apply information most effectively
- **Improves engagement** – helps tailor learning experiences to increase motivation and participation
- **Supports personalised development** – enables targeted learning strategies that align with individual strengths
- **Enhances training effectiveness** – helps organisations design programmes that drive better outcomes
- **Practical, easy-to-use insights** – clear outputs that can be applied immediately by managers and learners
- **Supports lifelong learning** – empowers individuals to take ownership of their development

Our Learning Styles assessment measures the following:

1 **Activist**
Preference for learning through experience, involvement and trying new things.

2 **Reflector**
Tendency to observe, review and think carefully before acting.

3 **Theorist**
Preference for understanding concepts, models and logical frameworks.

4 **Pragmatist**
Focus on applying ideas in practical, real-world situations.

Together, these styles provide a balanced view of how individuals approach learning and development, helping you design experiences that truly resonate.

Assessment details

Time

Approximately **15–25** minutes

Format

Online questionnaire with individual profile and practical guidance

Use cases

Learning and development, training design, coaching, and individual development planning

Audience

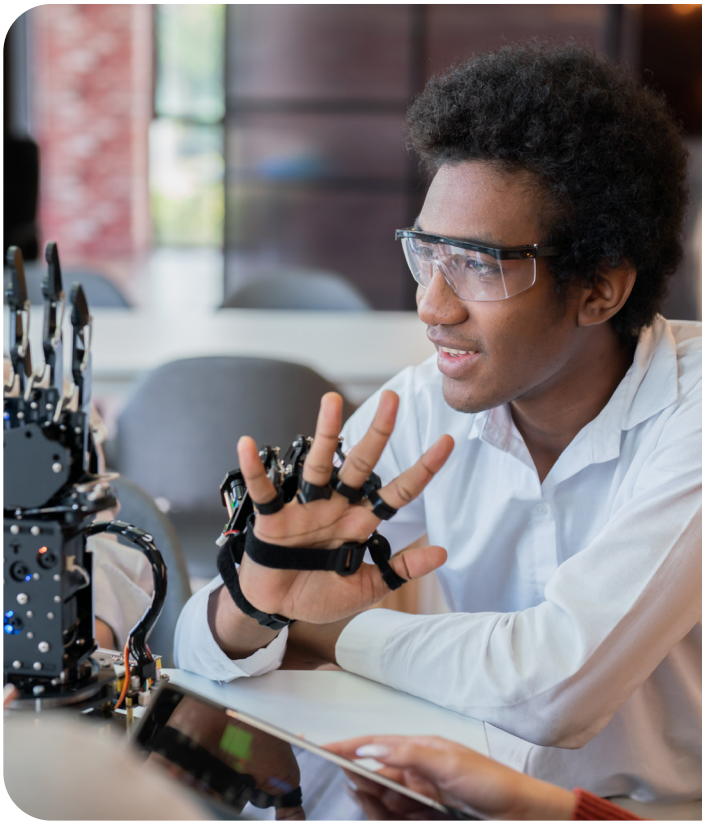
Suitable for professionals across all roles and career stages

Languages

English

Norms

General population



Take the next step

Pearson helps enterprises build future-ready workforces through integrated talent assessment, talent development, and talent verification solutions. With global reach and expertise in AI and learning sciences, Pearson enables organizations to identify strengths today and develop the talent they need for what's next.

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