Health Professional Inventory of Learning Styles
Assessment Questions

Consider the following cases:

1. JTS is a pharmacist who is highly attentive to detail, requires structure and organization, does not respond well to spontaneity, and is not comfortable performing in front of others.
Based on this description, JTS is most likely:
a) an accommodator
b) a converger
c) an assimilator *
d) a diverger

2. QRT is a 2nd year pharmacy student who is impatient with details, dislikes learning by reading, tends to be always in motion, and is very focused on getting things done.
Based on this description, QRT is most likely:
a) an accommodator *
b) a converger
c) an assimiator
d) a diverger

3. Divergers:
a) respond best to interpersonal relationships as a reason to learn*
b) thrive in highly structured, time pressured situations
c) enjoy detail with a strong process orientation
d) are generally confident in their own abilities

4. Assimilators:
a) may confuse their own confidence with competence
b) require rehearsal time to perform at their best*
c) dislike details
d) generally do not learn well by reading or other individual pursuits

5. The HPILS should not be used to:
a) promote self-reflection and self-assessment about learning
b) facilitate discussion about learning processes
c) help individuals understand when teaching/learning relationships do not work out as expected
d) engineer relationships between individuals of the same learning style*

6. The HPILS is best used to:
a) allow individuals to better understand their preferences as learners*
b) create same-style learning dyads that function effectively and efficiently

c) direct individuals towards roles and positions best suited for their temperament
d) as a managerial tool to create well-functioning work teams

7. When undertaken as part of a CPD process, self-reflection should be:
a) based on external criteria
b) continuous*
c) validated by experts to ensure its accuracy
d) focused on specific tasks only to ensure precision

8. Convergers:
a) may confuse their own confidence for competence*
b) enjoy theory and theoretical discussions without the need for real world applicability
c) are highly sensitive to feedback and require a large amount of positive reinforcement
d) generally learn best by reading

9. Accommodators:
a) enjoy details
b) have a strong process orientation with a need to follow structures and routines
c) may sacrifice quality for time-efficiency*
d) tend to require a great deal of rehearsal time prior to performing in public

10. You have just completed the HPILS. Based on your self-assessment, you should:
a) identify the types of learning resources that match your learning style*
b) consider changing your career path in light of the results, to better match your learning style to your career aspirations
c) complete the HPILS again within 2-4 weeks to ensure test-retest reliability
d) use the results to guide your decisions related to who you will work with