

## Learning Styles

### **Visual Learners *learn through seeing...***

If you use the visual style, you prefer using images, pictures, colors, and maps to organize information and communicate with others. You can easily visualize objects, plans and outcomes in your mind's eye. You can easily find your way around using maps, and you rarely get lost. When you walk out of an elevator, you instinctively know which way to turn.

You may tend to use phrases like these:

- Let's look at it differently
- See how this works for you
- I can't quite picture it
- Let's draw a diagram or map
- I'd like to get a different perspective
- I never forget a face

### **Auditory Learners *learn through listening...***

If you use the auditory style, you notice the music playing in the background of movies, TV shows and other media. You interpret meaning and solidify understanding through the form of active listening. You have a tendency to focus on the inflection, speed, volume, tone and pitch of the voices and can easily recall the details of a conversation, discussion, speech or lecture.

You may tend to use phrases like these:

- That sounds about right
- That rings a bell
- It's coming through loud and clear
- Clear as a bell
- That's music to my ears

### **Kinesthetic Learners *learn through moving, doing and touching...***

If the physical style is more like you, it's likely that you use your body and sense of touch to learn about the world around you. When you are learning a new skill or topic, you would prefer to 'jump in' and play with the physical parts as soon as possible. The thought of sitting in a lecture listening to someone else talk is repulsive. In those circumstances, you fidget or can't sit still for long. You want to get up and move around.

You may tend to use phrases like these:

- That feels right to me
- I can't get a grip on this
- Stay in touch
- That doesn't sit right with me
- I have good feelings about this
- My gut is telling me

## What kind of Learner am I?

When you	Do you	Or	Or
Spell	Try to see the word	Use the phonetic approach	Write the word down to find if it feels right
Visualize	See vivid detailed pictures	Think in sounds	Have few images/those that you do involve movement
Are concentrating	Get distracted by movement	Get distracted by sounds/noises	Get distracted by movement
Forget something	Forget names but remember faces	Forget faces but remember names	Remember best by what you did
Contact people on business	Prefer a direct personal meeting face to face	Prefer telephone	Talk it out while walking or during another activity
Confirm understanding	Say, "I see what you mean."	Say, "I hear what you're saying."	Say, "I get it."
<b>Then you are probably:</b>	<b>Visual</b>	<b>Auditory</b>	<b>Kinesthetic</b>

## How I Learn Best

Reflect on what you learned over the past couple of months and think about how you learn best. Create a slogan that describes how you learn best and design a t-shirt with that slogan below. And idea starter: "I learn best when..."



Discuss your slogan with your group

Similarities among slogans –

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Uniqueness among slogans –

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## Preferences for Learning

Traditional learning styles categorize learners as visual auditory, and kinesthetic. What's your preference?

Each of us has preferences and learns differently. It's highly unlikely that you will have a group of participants who will have the same learning preferences.

So what's a trainer to do? It's probably not possible to address all the learning preferences in a diverse group of participants. So, do what all-good facilitators do.

- Understand your own preferences. We tend to facilitate according to our learning preferences
- Accept that people learn differently. Each learning style has a preference for one method over another.
- Include a variety of approaches in your training sessions. Striking a balance means you are using techniques and exercises that reach all preferences.

## How Your Training Preferences Affect Learning

Generally, our preferred training/facilitation style will be similar to our preferred learning style. This means that your training preferences may clash with some participants' learning styles. For example, if a participant favors an independent, kinesthetic style and you have lectured for the past hour, chances are you have lost the participant.

The good news is that you can eliminate this dilemma. Consider the following techniques.

Technique	Examples
Offer a variety of learning methods during the program and within each topic	<ul style="list-style-type: none"><li>• Presentation</li><li>• Practice sessions</li><li>• Reading and fill-in-the-blank material</li><li>• Large group question and answer sessions</li><li>• Small group discussions</li><li>• An active discovery situation</li></ul>
Be aware of cues that reveal that participants are not engaged	<ul style="list-style-type: none"><li>• Watch participants' body language</li><li>• Invite participants to let you know if they need a change in the learning methodology</li></ul>

## **NOTES FOR LEARNING STYLES MODULE**