

Learning Styles

Practical, Analytic, Imaginative, Inventive

Their Comfort Zone	Their Frustration Zone	Training Strategies
Practical Learner		
Learns through senses, direct experience, models, practice, ordering, patterning, logic, and facts. Wants direct practical payoff. Is task oriented and gives attention to detail. Likes time limits and deadlines; needs closure.	May get frustrated with tasks requiring divergent thinking, unexpected changes, too many choices, loose structure, conflicting data, or open-ended requirements.	Uses samples, visuals, charts, note taking guides, advance organizers, outlining, time lines, self-correcting activities, and situational how to's. Incorporate hands-on activities.
Analytic Learner		
Learns through the exploration of ideas using comparison-contrast and weighing pros and cons. Relies on facts and logic. Analyzes various angles and seeks evaluative feedback. Gives attention to larger picture.	May get frustrated with divergent strategies with no obvious relevance to task at hand. Doesn't like picky and unrelated details or expectations. Dislikes activities that deal with emotion.	Teach through lectures, brainteasers, readings, debates, and independent work. Provide time to think through "why" questions. Provide opportunities to analyze and discuss merits of different issues.
Imaginative Learner		
Learns through sixth sense, from people and surroundings. Is reflective and flexible in thinking. Highly imaginative, sensitive and attuned to emotions. Sees global picture.	May get frustrated by memorization and tasks, outlining, organizing, deadlines and pressures about time. Doesn't like detail-oriented tasks requiring precision and concentration.	Provide large group discussion and one-on-one peer sharing. Give time to explore and generate possibilities. Use color, images, visuals, role play. Stress personalized applications.
Inventive Learner		
Learns through intuitive leaps, experimentation, and creative endeavors. Seeks alternatives and takes risks. Visualizes the future and creates change. Is curious and invents unusual solutions.	May have difficulty meeting deadlines and following specific procedures. Frustrated with tasks requiring detailed note taking, choosing one answer, ordering and prioritizing, or requiring linear input.	Use open-ended questions and tasks and choices with room for independence and creativity. Stress application to real world, metaphors, inventions, explorations and problem solving.

Original Source: Herman, B. (1999.) *Teach me, reach me*. Deerfield, IL: Pathways to Learning.

Learning Styles

Visual Learning, Auditory Learner & Tactile Learner

Visual Learners

Learn Through Seeing	Session Clues	Training Strategies
<ul style="list-style-type: none">• Instructor's body language and facial expressions• Visual displays of information• Think in pictures or images	Visual learners tend to <ul style="list-style-type: none">• Sit in the front• Take detailed notes• Respond to visual displays rather than written text	<ul style="list-style-type: none">• Display information using graphics, diagrams, and other visual images such as content maps• Use newsprint pads, posters, overhead transparencies, or PowerPoint slides• Provide handouts that include visual information along with critical text

Life Clues: Visual learners are:

- Often deeply affected by colors and shapes
- Will recount colors and shapes more extensively
- Are sensitive to the order or chaos of the objects in a room or things surrounding them; are excited by sunsets and scenery
- Seldom get lost; once in a locale, will remember the area and find their way back
- Collect internal photos and can usually recall the photos quickly and really know how to search through their memory files
- Enjoy going to art galleries, watching TV or movies, taking scenic trips, and taking photographs

Auditory Learners

Learn Through Listening	Clues	Training Strategies
<ul style="list-style-type: none">• Verbal lectures and discussions• Talking things through• Respond to tone of voice, pitch, speed, and other nuances of speech	Auditory learners tend to <ul style="list-style-type: none">• Engage in discussions readily• Respond to written material only after it is heard• Be sensitive to noise that is scratchy, high-pitched or persistent	<ul style="list-style-type: none">• Verbal presentation of information• Interactive discussions• Role plays• Use of music• Paired and small group discussion

Life Clues: Auditory learners will

- Usually have the latest in audio/sound equipment and have sophisticated speakers or headphones so they can get the right stereo balance
- be more offended than others by scratchy, high-pitched or persistent noises
- Have voices with a nice, pleasing, melodious rhythm
- Have music as a big part of their lives, often enjoy music in the background, and enjoy attending concerts, operas, and symphonies.

Tactile/Kinesthetic Learners

Learn Through Moving, Doing, Touching	Session Clues	Training Strategies
<ul style="list-style-type: none">• Hands-on learning opportunities• Activities that involve movement	<p>Kinesthetic learners tend to</p> <ul style="list-style-type: none">• Have an acute sense of touch• Notice the temperature of a room and be sensitive to both hot and cold• Become distracted if sitting for a long period of time	<ul style="list-style-type: none">• Completing worksheets, posters• Drawing, painting, or building representations of information• Use rotating activities, such as carousels and gallery walks

Life Clues: Kinesthetic learners usually

- Are ruled by how they feel about everything
- Have an acute sense of touch
- Are the first to hug or shake hands, sometimes holding onto the other person for a longer period of time
- Surround themselves with tactile objects
- Have a highly attuned sense of intuition
- Enjoy painting, shopping for new clothes and home décor
- Are adept at home decoration and crafts, including arranging flowers
- Are drawn to inspirational writings, movies, and music

Learning Styles

Myers-Briggs Personality Framework: Extravert/Introvert, Sensing/Intuition, Thinking/Feeling, Judgment/Perception

	Work Best If They Can:	Tend to Positively Evaluate Trainers Who Are:
Extraversion	<ul style="list-style-type: none"> • Interact in small or large groups • Talk lessons over with others • Demonstrate and model their use of the skills 	<ul style="list-style-type: none"> • Active • Energetic • Enthusiastic
Introversion	<ul style="list-style-type: none"> • Read lessons over or write them out before discussion • Think before participating • Ask questions before completing tasks or exercises 	<ul style="list-style-type: none"> • Thoughtful • Reflective • Introspective
Sensing	<ul style="list-style-type: none"> • Follow clear directions • View films and audio visuals; have hands-on exercises; and take mini quizzes • Envision practical examples 	<ul style="list-style-type: none"> • Factual • Practical • Accurate
Intuition	<ul style="list-style-type: none"> • See global patterns • Have independence and autonomy in the completion of their tasks • Incorporate new approaches 	<ul style="list-style-type: none"> • Conceptual • Creative • Insightful
Thinking	<ul style="list-style-type: none"> • Prepare outlines and state the objective first • Develop logical criteria • Receive rapid feedback 	<ul style="list-style-type: none"> • Task focused • Logical • Critical of their own work
Feeling	<ul style="list-style-type: none"> • Identify the most important values • Reduce competition • Respond personally 	<ul style="list-style-type: none"> • Personable • Easy to work with • Positive
Judgment	<ul style="list-style-type: none"> • Stick to a routine • Follow specific time lines • Use precise guideline 	<ul style="list-style-type: none"> • Timely • Precise • Organized
Perception	<ul style="list-style-type: none"> • Demonstrate originality • Move and be physically active • Allow for spontaneity 	<ul style="list-style-type: none"> • Creative • Spontaneous • Original