

Learning Styles

Quick Reference Guide

Visual Learners	Learning	Memory	Problem Solving	Communication	Language	Misc.
	<p>Learn by seeing;</p> <p>Benefit from demonstrations;</p> <p>Form mental pictures; Particularly enjoy training that uses video a variety of visual aids</p>	<p>Remember faces;</p> <p>Forget names;</p> <p>Take detailed notes & refer to them later;</p> <p>Recall colors & shapes easily</p>	<p>Deliberate;</p> <p>Plan in advance;</p> <p>Organize thoughts by writing them down;</p> <p>Keep lists of problems or things to do Refer to instructions</p>	<p>Talk quickly but rarely at length;</p> <p>Become impatient if extensive listening is required</p>	<p>Uses visual words such as <i>see, look, watch</i></p> <p><i>I "see" what you mean</i></p> <p><i>I "see" it clearly now</i></p>	<p>Affected by color of room;</p> <p>Affected by order or chaos; Seldom get lost; Are often easily distracted</p>

Auditory Learners	Learning	Memory	Problem Solving	Communication	Language	Misc.
	<p>Learn by hearing;</p> <p>Benefit from verbal instruction;</p> <p>Speak aloud to self to reinforce direction; Especially enjoy discussion as part of learning process</p>	<p>Remember names; Forget faces;</p> <p>Remember by hearing then repeating;</p> <p>Take cryptic notes to help with process of understanding but rarely refer to notes later</p>	<p>Talk problems out or think them through verbally;</p> <p>Talk to self;</p> <p>Slightly indecisive; Prefer instructions stated verbally</p>	<p>Enjoy listening but have a hard time waiting to talk;</p> <p>Is bothered by pauses or silence in a conversation;</p> <p>Go into long detailed descriptions;</p> <p>Use internal dialogue to work through problems</p>	<p>Uses verbal words such as <i>ask, listen, hear, tell</i></p> <p><i>That "rings" a bell</i></p> <p><i>I "hear" you</i></p>	<p>Speak with a melodious voice;</p> <p>Do not always trust feelings;</p> <p>Like background music; Toys are distracting</p>

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Kinesthetic Learners	Learning	Memory	Problem Solving	Communication	Language	Misc.
	<p>Learn by doing;</p> <p>Benefit from hands-on involvement;</p> <p>“Feel” way through experiences;</p> <p>Need to understand some of the big picture before applying the detail; Prefer training that involves skills practice and activities with physical movement</p>	<p>Remember events;</p> <p>Forget details;</p> <p>Take notes to help with process of learning but rarely look at them later for reference</p>	<p>Attack problems physically;</p> <p>Impulsive;</p> <p>Often select solutions involving greatest activity;</p> <p>Might need guidance through steps of a problem Rarely refer to formal instructions</p>	<p>Gesture when speaking;</p> <p>Have to work hard at listening effectively;</p> <p>Stand close;</p> <p>Pace when thinking;</p> <p>Frequently pause or interrupt self when speaking</p>	<p>Uses action words such as <i>impact, get, take, make, understand</i></p> <p><i>I “get” the picture</i></p> <p><i>I “feel good” about that</i></p> <p><i>I’ll “handle” that</i></p> <p><i>Let’s jump in</i></p>	<p>Can’t sit still too long;</p> <p>Listen better when touched; Doodle a lot; Toys keep hands busy & help the mind</p>

Conceptual Learners	Learning	Memory	Problem Solving	Communication	Language	Misc.
	<p>Learn primarily through a thinking process;</p> <p>Benefit from understanding background that leads up to specifics;</p> <p>Need to discuss concepts in general & use examples to support points; Enjoy case studies and experiential learning</p>	<p>Remember the context of events; places and conversations;</p> <p>Remember some details;</p> <p>Take notes in bullet-point format (in own words) and sometimes refer to notes later to help recall points of interest</p>	<p>Step back from problems to understand the context and scope of the situation;</p> <p>Typically follow a process that helps narrow alternatives</p>	<p>Move eyes a lot when speaking; look up to think; Need space;</p> <p>Often speak “beyond” other participants; Tendency to make issues bigger or more complex than they need to be in the training environment</p>	<p>Use clarifying phrases when speaking</p> <p>Let’s see if this example fits the situation</p> <p><i>Help me understand...</i></p> <p><i>Does that make sense?</i></p>	<p>Enjoy knowing the research; Are frustrated when examples are used without presenting the general concept first;</p> <p>Need to know “why”</p>