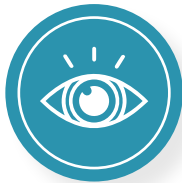


Learning Styles

Understanding how different people learn is important when designing and delivering education and training. You want employees to retain the information and put the new knowledge and ideas into practice in the workplace. Keep in mind adults learn differently than children. Adults have accumulated experiences that enrich their education. They can compare and contrast new knowledge against past learning. Here are a few points to remember about the adult learner:

- Decide for themselves what is important to learn
- Need to validate information based on their beliefs and experiences
- Expect what they are learning to be immediately useful
- Have much experience upon which to draw – may have fixed viewpoints
- Significant ability to serve as a knowledgeable resource to the trainer and fellow learners.

Adults have unique needs that should be taken into consideration when developing curriculum. Typically, no one learner will possess a single way of learning, rather we all have varying degrees of all styles. It happens that the one you rely on most is your preferred learning style. In healthcare, it is important to rely on all your senses when providing quality care.



See



Hear



Touch



Smell



Taste

Determining an individual's natural habitual and preferred ways of absorbing, processing, retaining new information and skills is an important step creating a high-quality skilled workforce.

See the next page to take the **Learning Style Assessment** and find out what is your preferred learning style.



Learning Style Assessment

What is your Preferred Learning Style?

This is a quick way to discover your preferred learning style. This will give you a better understanding of yourself as a learner and help you figure out what strategies might be more helpful when you are learning new things.

Read the statements below and check the appropriate box to the right to indicate how often it applies to you:	OFTEN	SOMETIMES	SELDOM
1. Remember more about something when someone talked about it and gave an oral report, allowing discussion & questions			
2. Like to have things written on the board, on handouts, or to have visual aids to describe a process or procedure			
3. Like to write things down and take notes for review later			
4. Prefer to use posters, models, or actual practice and doing activities in training sessions			
5. Require explanations of graphs, diagrams, or visual directions			
6. Enjoy working with my hands or making things			
7. Am skillful and enjoy developing and making charts and graphs			
8. Can tell if sounds match when they are presented in pairs			
9. Remembers things best by writing them down several times			
10. Can understand and follow directions on maps			
11. Do better with academic subjects by listening to tapes and lectures			
12. Play with coins or keys in pockets while listening			
13. Learn to spell better by repeating the words out loud than by writing them down on paper			
14. Can better understand a news article by reading about it in the paper rather than by listening to it on the radio			
15. Chew gum, smoke or snack during study time			
16. Think the best way to remember something is to picture it in my head			
17. Learn spelling by "finger spelling" words			
18. Would rather listen to a lecture or speech than read the same material in a book			
19. Am good at working and solving jigsaw puzzles and mazes			
20. Hold on to things while studying			
21. Prefer listening to the news on the radio than reading it in the newspaper			
22. Obtain information on interesting subjects by reading relevant information			
23. Use my hands or body to count off or remember information in lists, go through actions in procedures to remember them			
24. Follow oral discussion better than written ones			



Learning Style Assessment

Scoring your assessment

Each questions of the assessment corresponds with a learning style. Depending on which box you checked, give yourself the appropriate number of points:

OFTEN = 5

SOMETIMES = 3

SELDOM = 1

VISUAL	
2.	
3.	
7.	
10.	
14.	
16.	
19.	
22.	
TOTAL	

AUDITORY	
1.	
5.	
8.	
11.	
13.	
18.	
21.	
24.	
TOTAL	

TACTILE	
4.	
6.	
9.	
12.	
15.	
17.	
20.	
23.	
TOTAL	

Reflective questions to consider for yourself:

What are your preferred styles? (where did you score the highest)

How strong are your preferences?

Do you have styles you do not use?

What does this mean when you are trying to learn something new?

What will help?

What will not help?

What strategies can you use to get the information into your daily routine and habit?



Learning Style Assessment



Visual

I see what you mean. Learn by reading or seeing pictures.

Picture what you are learning in your head

Like to see what you are learning – watching demonstrations

Remembers faces

TIPS:

- Sit near the front of the classroom
- Avoid distractions
- Visualize what you are learning – things you hear or what you read
- Keep a pen and paper handy
 - Draw pictures to help explain new concepts
 - Color code information



Auditory

I hear what you are saying. Understand and remember things you have heard.

Store information by the way it sounds

Understands spoken instructions better than written

Enjoys dialogue – small group discussion

May move lips, hum, sub-vocalize (in your own words)

Remembers names

TIPS:

- Sit where you can hear
- Read out loud
- Talk things through



Learning Style Assessment



Kinesthetic

Just do it! Learns by touching and doing.

Hands on training – active and direct involvement

- Touch, move, build, draw

Speaks with hands and gestures

Needs to move around – difficulty sitting

Likes to take things apart and put together

TIPS:

- Involve in training
- Frequent short breaks
- Variation of activities
- Actively learns
 - Walking around
 - Tapping pencil
 - Shaking foot
 - Holding something