

LearningStyles

Overview



The LearningStyles questionnaire you completed gathers information about what approach or learning style you are most likely to use in a training class or professional development situation. Understanding your learning style will help you get the most out of learning environments such as employment training and classroom situations. In general, there are three basic learning styles: **Active, Practical, and Theoretical**. There are also combinations of these basic learning styles as well as an equal blend.

ACTIVE

Individuals with an **ACTIVE** learning style will generally prefer to learn by doing rather than by listening or reading. These individuals tend to quickly learn new material. They are likely to rely on their own judgment rather than on expert advice.

PRACTICAL

Individuals with a **PRACTICAL** learning style will generally be highly motivated and self-directed. The primary motivation for these individuals is to figure out how to apply what they learn to practical, on-the-job situations.

THEORETICAL

Individuals with a **THEORETICAL** learning style will generally prefer to carefully think things through before acting. These individuals like to gather lots of information and then take the time to sort through it carefully. They take a methodical, logical approach to learning new material.

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Individuals with Active learning styles tend to:

- Like “hands-on” learning experiences
- Act quickly to resolve problems and challenges
- Prefer fast-paced learning environments
- Enjoy challenges
- Be willing to take risks
- Be open-minded and enthusiastic about learning new material

Individuals with Active learning styles should try to:

- Stay focused on the subject at hand, especially when the learning environment is slower-paced than they might prefer
- Follow through on the current project or topic before moving on to something new

Individuals with Practical learning styles tend to:

- Be highly motivated to learn new material
- Enjoy applying new ideas and seeing practical, immediate results
- Enjoy identifying and applying solutions that work
- Be willing to get their hands dirty to get the job done

Individuals with Practical learning styles should try to:

- Learn new material, even if it is not clear to them at the time how to apply it to everyday on-the-job situations
- Be more open to receiving helpful instructions and feedback from trainers and coaches

Individuals with Theoretical learning styles tend to:

- Enjoy tackling challenging, complex problems
- Be able to generate workable solutions to the problem at hand
- Feel comfortable handling a lot of detailed information
- Think things through before acting

Individuals with Theoretical learning styles should try to:

- Avoid “analysis paralysis” by recognizing that it is not always possible or practical to gather and analyze every bit of information before acting
- Be open to learning new material, even if the instructor does not provide a lot of information or factual details

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Individuals with Active/Practical learning styles tend to:

- Be highly motivated to learn
- Be willing to take risks
- Act quickly to resolve problems or challenges
- Enjoy finding solutions to challenging problems

Individuals with Active/Practical learning styles should try to:

- Maintain their enthusiasm for learning new material, even if they fail to perceive immediate results or practical applications
- Stay focused on the subject at hand, especially when the learning environment is slower-paced than they might prefer

Individuals with Active/Theoretical learning styles tend to:

- Be naturally curious about learning new things
- Enjoy both the classroom experience and learning through on-the-job training
- Be comfortable asking people with more experience for advice
- Be action-oriented once they have taken some time to analyze the situation

Individuals with Active/Theoretical learning styles should try to:

- Be open to learning new material, even if they think that it does not hold up well in actual, on-the-job situations
- Be mindful about taking risks when tackling complex problems—the risks may be greater than the organization is willing for them to take

Individuals with Theoretical/Practical learning styles tend to:

- Look for practical ways to apply what they are learning to actual on-the-job experiences
- Take time to think things through before acting
- Gather as much information as they can about the topic at hand

Individuals with Theoretical/Practical learning styles should try to:

- Limit the time they spend gathering and analyzing information (“analysis paralysis”) and make an effort to take quick, decisive action when it is needed
- Make an effort to learn new material, even if they cannot see a practical application for it at the time

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EQUAL BLEND

These individuals tend to be comfortable with aspects of each of the three learning styles.

Like individuals with Active learning styles, the Equal Blend style tends to:

- Like “hands-on” learning experiences
- Prefer fast-paced learning environments
- Enjoy challenges and taking risks

Like individuals with Practical learning styles, the Equal Blend style tends to:

- Be highly motivated to learn new material
- Enjoy applying new ideas and seeing practical, immediate results
- Be willing to get your hands dirty and do whatever it takes to get the job done

Like individuals with Theoretical learning styles, the Equal Blend style tends to:

- View problems and challenges from many different perspectives
- Enjoy tackling challenging, complex problems
- Think things through before acting