

LearningStyles

ACTIVE

An active learner is characterized by a desire to be fully involved in the experience. They will not spend much time planning or reflecting but will rely on personal judgment to determine the best approach to a given situation.

Greatest Strength

Getting straight to the problem and acting quickly

Ideal Training Situation

Activities which involve new experiences or situations

Recommended Training Activities

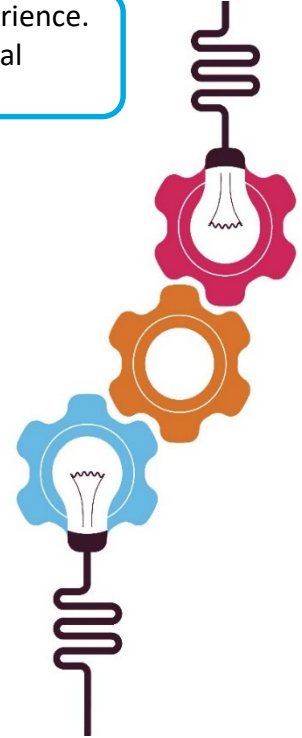
Simulations and role plays, competitive tasks, small

Possible Issues

Weakness in follow through

Manager Should

Keep on track, use milestones, help think through implications



ACTIVE/PRACTICAL

The active/practical learner exhibits a combination of the active and practical learning styles. This learner will be more playful than the pure active learner and more adventurous than the purely practical learner.

Quick decision making in the solution of real world problems

Actively involved in novel situations which have a strong link to real-world problems

Simulations, problem-solving exercises, realistic case studies, small group discussions

Problems with follow through and focus on application

Keep on track, help navigate roadblocks to implementation

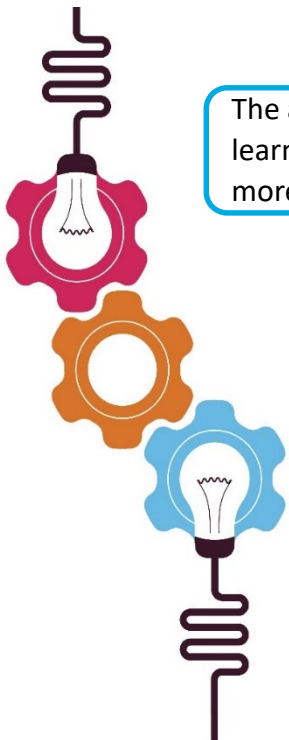
Greatest Strength

Ideal Training Situation

Recommended Training Activities

Possible Issues

Manager Should



Learning Styles

PRACTICAL

The practical learner is characterized by a need to apply what they learn to a real-world situation. This individual likes a lot of information and will carefully think through the implications of new material.

Greatest Strength

The practical application of ideas

Ideal Training Situation

Obvious link between the subject matter and real world issues

Recommended Training Activities

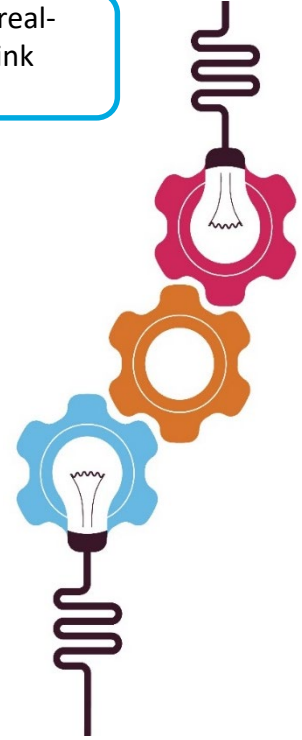
Realistic case studies, problem-solving exercises, small group discussions

Possible Issues

Always wants to see practical application

Manager Should

Help identify connections to real world and navigate roadblocks to implementation



PRACTICAL/THEORETICAL

The practical/theoretical learner exhibits a combination of the pragmatic and academic learning styles. This learner excels at collecting and analyzing information and applying it to real-world situations.

Logical analysis and application to practical problems

Greatest Strength

Situations which incorporate both an analysis component and ties to real world problems

Ideal Training Situation

Realistic case studies, lectures emphasizing practical application

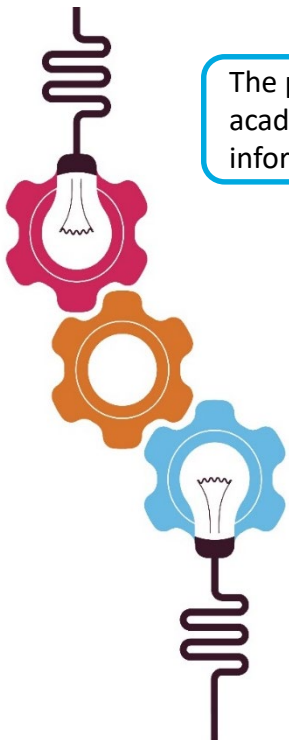
Recommended Training Activities

Combines two relatively thoughtful styles, can be slow

Possible Issues

Encourage progress toward goal, assign opportunities to research, and apply new techniques

Manager Should



LearningStyles

THEORETICAL

The theoretical learner exhibits a learning style characterized by a logical, cautious approach. They enjoy tackling complex problems and having plenty of time to get the opinions of other people and think things through before acting.

Greatest Strength

Logical analysis

Ideal Training Situation

Time to methodically explore the inter-relationships between different ideas

Recommended Training Activities

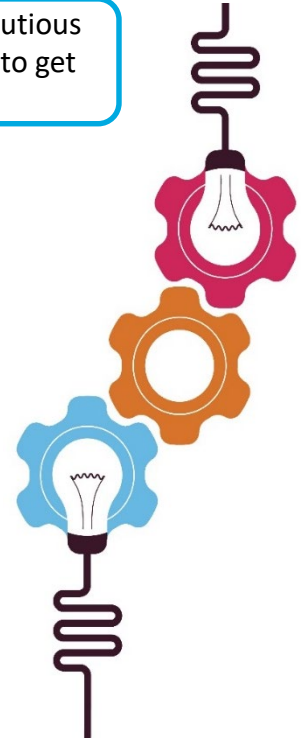
Theory-based readings, analogies, lectures, brainstorming

Possible Issues

Does not react well to time pressure or strict deadlines

Manager Should

Encourage progress toward goal without pushing too hard, practical application of knowledge



ACTIVE/THEORETICAL

The active/theoretical learner combines the quest for knowledge of the academic learner with the action orientation of the active learner. They need to understand why, but not in excruciating depth. Action is valued.

Quick action after "sufficient" analysis

A mix of new experiences with feedback and background about theory

Theory sessions with practice applications and experiences with theory-based feedback

May challenge practice exercises if theory and experience don't support each other well

Opportunities to experience try out "learnings", feedback should be theory based

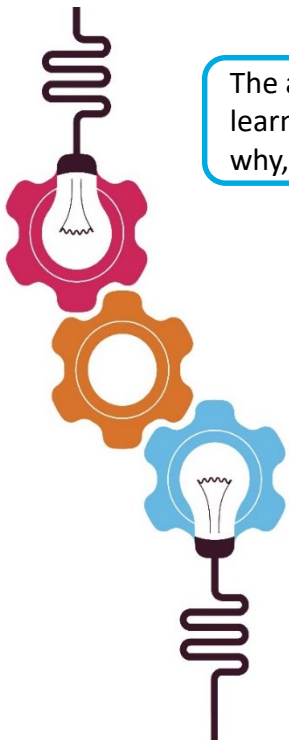
Greatest Strength

Ideal Training Situation

Recommended Training Activities

Possible Issues

Manager Should



LearningStyles

EQUAL BLEND

The balanced learner is a unique blend of the theoretical, the practical, and the active learner. Theory, practical value and activity all play prominent roles.

Greatest Strength

Capacity for doing, analyzing and applying, adapt to the situation

Ideal Training Situation

Combining new experiences, analysis, and ties to real world problems

Recommended Training Activities

Combining lectures, simulations and role plays, opportunities for observation, etc.

Possible Issues

Capacity to learn and process information in multiple ways

Manager Should

Assign to varied tasks and projects to take advantage of full range of abilities

