



What a Difference Your Style Makes!

Understanding how your own learning style affects your training style.

There are four basic general ways of perceiving and processing information (“learning”). Although we all learn in all four ways, over time most of us have gotten comfortable with certain ways of taking in information and it might be a bit of a stretch for us to learn in other ways.

Examples: Some people learn best when they get to talk the information over with others to get other opinions and reactions. These are the Learning Style Ones: Peacemakers. Others learn best when they first take some time to think about the information by themselves and organize it in some fashion. These are the Learning Style Twos: Truthkeepers. Still others need to do something practical with the information in order to really learn it. These are the Learning Style Threes: Solutionseekers. And some people immediately see the “big picture” of multiple possibilities and want to change the information in some way. These are the Learning Style Fours: Risktakers.

Obviously, these are generalizations. Some caveats to remember:

- * We learn in all four ways - we just prefer to learning some ways more than others;
- * We are blends of all four learning styles - our journey through the styles will show us our strengths and stretches;
- * We have a tendency to teach the way we are most comfortable learning - OR to teach the way we were taught;
- * We CAN style-stretch, i.e. give information to others in ways that meet THEIR learning needs;
- * When we use the Accelerated Learning 4 Cs instructional design model, also called the Training Map, we are making sure that the learning needs of all four styles are met at some point during the training;
- * The 4 Cs Training Map works most of the time for most of our learners.

From: *How To Give It So They Get It!*
and *The Ten-Minute Trainer!*
Author: Sharon Bowman



Learning Style Descriptions

Learning Style One: Peacemaker

You prefer learning with people rather than data and things.
You listen to others before making your own points.
You need to connect personally with other people involved in the learning experience.
You like personal attention and feedback.
You process information through your feelings first, then think about what you feel.
You need plenty of time to take in and respond to information.
You're influenced by your peer group; you like participation and collaboration.
You strive for personal understanding and empathy.
You need a sense of social harmony.
Your philosophy is: "I'll be cautious about learning it until I feel it works for everyone."



Learning Style Two: Truthkeeper

You learn best if allowed to concentrate on one topic until thoroughly understood.
You need thoroughly detailed instructions and documentation.
You prefer learning alone.
You like time to think things through completely step by step before talking.
You process information intellectually rather than emotionally.
You prefer getting data from reading and lectures.
You value carefully documented evidence.
You reject subjective judgment and appreciate intellectual achievement.
You need a sense of personal control.
Your philosophy is: "I'll learn it if it's valid and logical and fits with what I know."



Learning Style Three: Solutionseeker

You enjoy making decisions and solving problems.
You are matter-of-fact and bottom-line oriented.
You take the first opportunity to apply new ideas to practical situations.
You like to learn independently and can work well from clear instructions.
You prefer getting information through hands-on experiences.
You like being in charge of your own learning.
You discount information you can't use.
You process information according to its practical applications.
You need a sense of personal usefulness.
Your philosophy is: "If it works and is useful to me, I'll learn it."



Learning Style Four: Risktaker

You socialize easily and learn by interacting with others.
You take risks and enjoy challenges and change.
You do best when you're learning with other high-energy people.
You prefer looking at information from many viewpoints as you learn.
You're in love with "newness" i.e. new ideas, activities, experiences.
You enjoy shifting back and forth between topics or activities.
You like to develop your own way of doing things.
You see the big picture and future possibilities.
You need a sense of personal excitement.
Your philosophy is: "I'll learn anything that's interesting or a challenge to me."



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