

**Optional
Activity
3**

Learning Styles

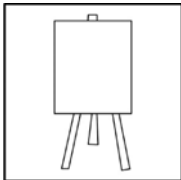
Time it takes: 45–60 minutes

What it is about: Understanding the four main learning styles and how to plan for and manage time, group dynamics, participation, and content coverage to appeal to the various learning styles

What you will need:

- A copy of the *Learning Styles-Real Situations* handout found on pages 107-108 for each participant.
- Flipchart #5

How to do it:



1. Introduce the topic by sharing that although there are several categories and sub-categories of learning styles, there are four main learning styles. Refer to the flipchart (example below) and review the four styles.

Learning Styles Flipchart example:

Learning Style		Learn by...
Visual Learners	→	Seeing
Auditory Learners	→	Hearing
Kinesthetic Learners	→	Doing
Conceptual Learners	→	Thinking

- a. **Visual learners** – those people who learn best by seeing and visualizing.
- b. **Auditory learners** – those people who learn best by hearing.
- c. **Kinesthetic learners** – those people who learn best by doing.
- d. **Conceptual learners** – those people who learn best by thinking.



2. Ask for volunteers to share examples of how a facilitator can appeal to each of the learning styles.

Expected Responses:

For visual learners – show video, use flipcharts, use written instruction, and show demonstrations.

For auditory learners – give verbal direction, repeat instructions, and summarize points verbally.

For kinesthetic learners – use experiential activities (role plays, simulations, worksheets) and allow them to get up and move around.

For conceptual learners – share research, provide connections between material and each activity, and use lots of examples.

3. Review the *Learning Styles* handout reviewing each column and asking for reactions and questions.

4. Ask the group to work in pairs to answer the questions on the *Learning Styles – Real Situations* handout. Allow ten minutes for individual work and debrief by asking for volunteers to share their answers.

5. Conclude the activity by sharing how the Workshop materials provided (facilitator guide, video, exercises, case studies, etc.) are designed to help appeal to the various learning styles. You may consider going around the room and asking each person to share one “aha” they now have about learning styles and to share at least one thing they will now do as a result of this discussion.

Preview

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Learning Styles – Real Situations

Working in pairs, review each situation and answer the questions below.

1. You have just finished sharing a key content point and are about to introduce a skills practice exercise. The participants will be working in groups of three and there are several steps to the exercise.
 - a. What will you do to make sure the visual learner understands the directions?
 - b. What will you do to make sure the auditory learner understands the directions?
 - c. What might you expect the kinesthetic learner to do during the first five minutes of the skills practice exercise?
 - d. What questions do you expect the conceptual learner has and what will you do in anticipation of these questions?

2. You are conducting a training session that is a total of four hours in length. As part of the workshop, there is a 22-minute video that can either be used in its entirety or can start and stop at different points for discussion.

a. What do you think the visual learner will prefer? Why?

b. What do you think the auditory learner will prefer? Why?

c. What do you think the kinesthetic learner will prefer? Why?

d. What do you think the conceptual learner will prefer? Why?

e. What factors will you take into consideration when making your decision?