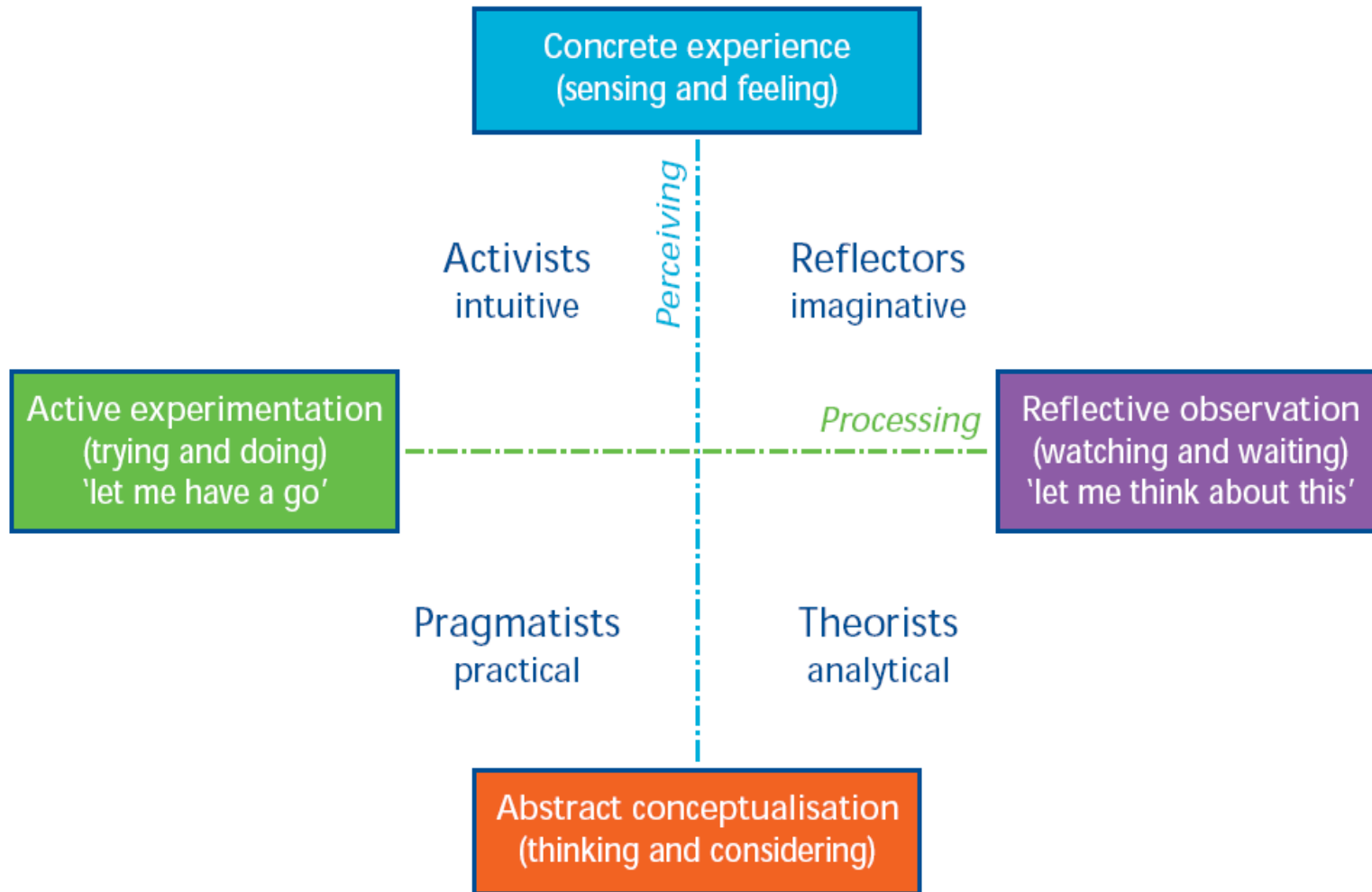


## We all learn in different ways





# What is your preferred learning style?

Activists – like new experiences and are enthusiastic about new ideas.  
They tend to act first and consider the consequences later.

## Learn best when...

- involved in new opportunities
- working in the team
- faced with a difficult task
- chairing meetings; leading discussion

## Learn less when...

- listening to lectures
- working alone
- understanding data
- following precise instructions

Reflectors – like to look at situations from different perspectives.  
They collect data and have to analyse it carefully before coming to conclusions.

## Learn best when...

- observing people at work
- reviewing what they have heard and think about it
- producing reports without tight deadlines

## Learn less when...

- forced to act as a leader
- given no time to prepare
- thrown into a situation
- rushed or up against a deadline



# What is your preferred learning style?

Theorists – like to adapt observations and apply theories.  
They are very systematic and logical when thinking through problems.

Learn best when...	Learn less when...
<ul style="list-style-type: none"><li>• placed in complex situations</li><li>• in a structured situation with clear objectives</li><li>• considering different theories</li><li>• given the chance to question and probe</li></ul>	<ul style="list-style-type: none"><li>• thinking about feelings and emotions</li><li>• undertaking unstructured activity</li><li>• not understanding underlying principles</li></ul>

Pragmatists – very keen to try new things out.  
They tend to be impatient and want to get to the conclusion.

Learn best when...	Learn less when...
<ul style="list-style-type: none"><li>• visualising the link with learning and their work</li><li>• trying out techniques</li><li>• aware of the advantages</li><li>• applying a model</li></ul>	<ul style="list-style-type: none"><li>• there are no guidelines</li><li>• there appears to be no benefit</li><li>• the learning or event is all theory</li></ul>

Honey, P., Mumford, A. (2006). *Honey and Mumford learning style questionnaire: 40 item version*. Peter Honey Publications