

LEARNING

STYLES

How Do You Learn?

VISUAL

"Hey!" visual learners tend to use these phrases:

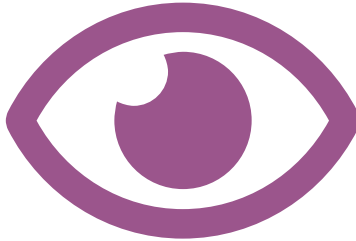
Show me how.

Watch this.

Let's have a look at that.

See:

Instantly gets context when they see it: photos, graphs, diagrams, powerpoints, videos, images, symbols, etc.



Distractions:

Visual learners get confused if they can't see what you are talking about. They can get distracted by messy or hard-to-interpret visual layouts. This includes visually boring or poorly designed presentations.

Demo & Read:

These learners work best from bulleted lists and steps, images and videos, diagrams, and being shown personally. If you are explaining in an email or a phone call, a teams meeting where they can see it is better.

Who On My Team Is this Style?

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AUDITORY

"Hey!" auditory learners tend to use these phrases:

Tell me how.
Talk me through this.
Listen to this.

Listen:

Prefer to process information by hearing themselves or others talk about it out loud. Saying it out loud locks in the information.



Distractions:

Auditory learners usually get distracted if background music is too loud, or by things like air conditioning units going on and off, construction noises, or chatty co-workers in the next cubicle.

Speak & Hear:

These learners work best from verbal directions and steps then rephrasing it themselves. Some auditory learners also listen to audio or podcasts while they work.

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KINESTHETIC

"Hey!" kinesthetic learners tend to use these phrases:

Let me try.
Help me do this.
Do it with me.

Do:

Prefer hands-on experience:
troubleshooting, rolling up your
sleeves and getting in there and
figuring it out without much direction.



Distractions:

Kinesthetic learners can get easily distracted by having to sit still and listen for long periods without being given a chance to try it for themselves. Just getting up and moving around helps them to focus. If you show them how, you have to let them try.

Try & Experiment:

These learners work best from experimenting and learning by physically getting involved and creating muscle memory. Trial and error is how they learn and lock in the information.

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