



# Understanding the learning style that suits you best

 **BARCLAYS** | LifeSkills



# Module overview

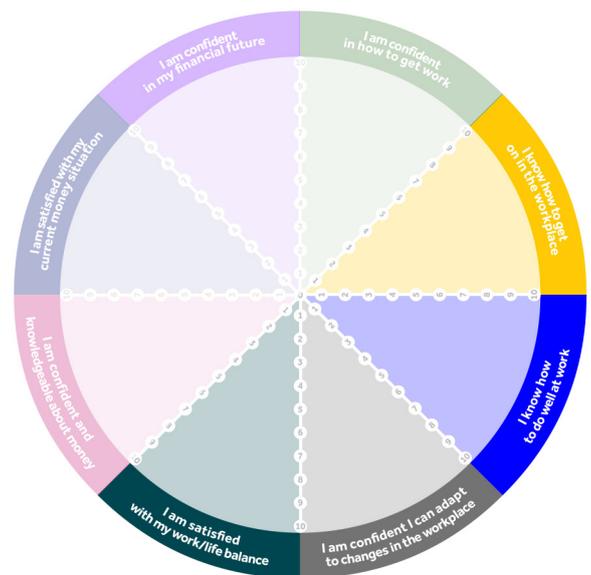
This module introduces the concept that everyone learns in different ways and therefore we cannot take a 'one size fits all' approach to learning. This module will cover the four primary ways of learning and helps adult learners to understand their preferred ways of learning and how they can use these in the workplace and in their wider lives.

Time	Key learning outcomes	Which will lead to
25 mins	<p>By the end of the module, learners will be able to:</p> <ul style="list-style-type: none"> <li>Understand the different learning styles</li> <li>Understand their preferred combination of learning styles</li> <li>Apply this to their own future learning opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Increased confidence when learning and helping others to learn</li> <li>Increased likelihood of taking action to achieve their own goals through developing the necessary confidence, knowledge, skills and attitudes around how we learn best</li> </ul>

## Important

Introduce the activity and theme and remind your learner of the coaching-based approach. Agree the desired outcome of the session with your learner.

Throughout the activity, we have included **'do now'**, **'do soon'** and **'do later'** actions which may help your learner to think about the next steps they could take. Alternatively, you could use the 'do now', 'do soon' and 'do later' headings to help your learner come up with their own actions.



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# Introduction

Time	Educator guidance	Expected outcome
⌚ 2-3 mins	<p>Refer back to your learner’s LifeSkills wheel and discuss how they scored themselves in relation to this module.</p> <p>Discuss what they need to know/do to be able to increase how they rate their satisfaction with this area.</p>	<ul style="list-style-type: none"> <li>Learners are reminded of where they are now and what they need to do to reach a higher satisfaction score in this area</li> </ul>

# Core activity one

## Discussing different ways of learning

Time	Educator guidance	Expected outcome
⌚ 3-5 mins	<p>Introduce the concept that everyone learns in different ways and therefore we cannot take a ‘one size fits all’ approach to learning.</p> <p>Explain to your learner that there are four primary ways of learning – visual, auditory, reading/writing and kinaesthetic – and we all tend to have our own preferred combination of these learning styles.</p> <p>Talk through each of the four learning styles and answer any questions your learner may have.</p> <p><b>Explain that:</b></p> <ul style="list-style-type: none"> <li>For <b>visual</b> learning, we prefer to learn by seeing things. This could be through words, pictures, diagrams, instruction manuals etc.</li> <li>For <b>auditory</b> learning, we prefer to learn by listening to spoken words, noises, music, audiobooks, podcasts etc.</li> <li>For <b>reading/writing</b>, we prefer to focus on words – lists, written instructions, written recipes etc.</li> <li>For <b>kinaesthetic</b> learning, we prefer to learn through doing – taking a hands-on approach and learning through experience</li> </ul> <p><b>To bring the learning styles to life, discuss a real-world example with your learner. For example, there are different approaches to cooking a new dish:</b></p> <ul style="list-style-type: none"> <li>Using a recipe book: this is visual learning (photos of the dish) plus reading/writing (the written recipe)</li> <li>Someone telling you how to make it: this is auditory learning</li> <li>Just diving in and giving it a try. Experiment first, and consult a recipe only if really needed. This is kinaesthetic learning – learning through doing</li> </ul>	<ul style="list-style-type: none"> <li>Learners will be able to distinguish between the four different learning styles and can relate to the idea that everyone learns differently</li> <li>Learners will be able to give examples for each the different learning styles and identify their own preferred learning style(s)</li> </ul>

# Core activity one

## Discussing different ways of learning (cont'd)

Time	Educator guidance	Expected outcome
🕒 3-5 mins	<p>Use examples of how you prefer to learn (if helpful) then give out the <b>Four learning styles</b> handout that summarises each style and how we learn in this way.</p> <p><b>Ask your learner:</b></p> <p><b>What are your preferred way(s) of learning?</b></p> <p><b>Why do you think that is?</b></p> <p><b>How does this apply to other learning in your life?</b> (This could be applied to situations such as learning to drive, learning a new topic or process at work, or at home)</p> <p><b>Ask your learner:</b></p> <p><b>What learning opportunities do you have coming up?</b></p> <p><b>How could you use your own preference(s) to help you learn?</b></p> <p><b>Can you think of any barriers you face when using this style of learning?</b> (For example, you are an auditory learner but all instructions/tasks are provided in written form)</p>	<ul style="list-style-type: none"> <li>Learners will be able to identify any past learning opportunities and challenges that they may have faced</li> </ul>

# Core activity two

## Trying out different ways of learning

Time	Educator guidance	Expected outcome
🕒 10-20 mins	<p>Explain to your learner that you are going to complete some practical activities to help bring the different learning styles to life.</p> <p>Give your learner the <b>Four box learning grid</b>. This contains a list of 20 techniques and tools we can use to help us learn. Ask your learner to write each technique in one of the four boxes, then tick it off the list and move on to the next one. Support your learner as needed and discuss any techniques they aren't sure about.</p>	<ul style="list-style-type: none"> <li>Learners will gain a good understanding of the differences between each learning style</li> </ul>

# Core activity two

## Trying out different ways of learning (cont'd)

Time	Educator guidance	Expected outcome
	<p>Ask your learner to put a star next to the three techniques that most appeal to them. Ask:</p> <p><b>When could you use these in your work/home life/with friends or family, or when looking for/in employment?</b></p> <p>Give out the <b>Top tips for each learning styles</b> handout and answer any questions they may have.</p> <p><b>Ask your learner:</b></p> <p><b>What goal would you like to achieve which requires learning?</b> If needed, give examples such as getting promoted at work, starting a new role/job, gaining a new qualification</p> <p>Once they have decided on a goal, ask your learner to complete the <b>My action plan</b> handout to outline how they will apply a combination of these tips to their life for different settings and occasions, in relation to their goal.</p> <p><b>Do now:</b> Search online for learning opportunities that will help you reach your goal and that relate to your preferred learning style(s) (for example for auditory learners, look for some great podcasts you can download). Note down any you are interested in</p> <p><b>Do soon:</b> Reflect on your learnings from the session and revisit the top tips. How can you use these to help you achieve your goal?</p> <p><b>Do later:</b> Think about how you can use the ideas in the Four box learning grid when you're next learning something. Try out some of the techniques to help you learn even more effectively</p>	<ul style="list-style-type: none"> <li>Learners will feel more confident about their preferred learning style(s), using top tips to help them learn more effectively</li> <li>Learners will identify a goal they want to achieve which required learning and create an action plan to help them take steps towards achieving their goal</li> <li>Learners should gain understanding of questions to ask and techniques to use when meeting people to network</li> </ul>

# Wrap up

Time	Educator guidance	Expected outcome
⌚ 5-7 mins	<p>Discuss with your learner any barriers they have written down on their action plan.</p> <p><b>How could they work to overcome these?</b></p> <p><b>Signpost to related modules that link to this area, such as:</b></p> <ul style="list-style-type: none"> <li>• How you can see the benefits of lifelong learning</li> <li>• Understanding your zones of control</li> <li>• Boosting your problem solving skills</li> </ul> <p>Reflect on the score they gave themselves on the wheel:</p> <p><b>What is the focus of their goal, and would getting closer to achieving it increase how they score themselves in this area of the wheel?</b></p> <p><b>Thinking about what they have covered in this session, what steps can they take next to move forward in this area?</b></p>	<ul style="list-style-type: none"> <li>• Learners will leave the session confident that they know more about their preferred learning style(s), and how they can use the top tips to increase their learning</li> </ul>

# Optional extension

Time	Educator guidance	Expected outcome
⌚ 5-10 mins	<p>If your learner is currently employed, ask them whether they use their preferred learning style(s) in their job. Ask them to think about someone they work with and identify their learning style. Encourage your learner to compare how they might approach a task versus how their colleague would.</p> <p>If they are not currently employed, ask them to think about a job they have had in the past, and the opportunities there were to learn on the job using their preferred style(s).</p> <p>If your learner is not currently employed or had previous work experience, ask them to think about a job they would like to have, and the opportunities there might be to learn on the job using their preferred style(s).</p> <p><b>How could they communicate this with their colleagues or managers?</b></p>	<ul style="list-style-type: none"> <li>• Learners will be able to reflect on their current situation and how they could use their preferred learning style(s)</li> </ul>

# Understanding the learning style that suits you best

## The four learning styles

<b>Visual</b>  For visual learning, we prefer to learn by seeing things. This could be through words, pictures, diagrams, instruction manuals, etc.	<b>Auditory</b>  For auditory learning, we prefer to learn by listening to spoken words, noises, music, audiobooks, podcasts etc.
<b>Reading/writing</b>  For reading/writing, we prefer to focus on words – lists, written instructions, written recipes etc.	<b>Kinaesthetic</b>  For kinaesthetic learning, we prefer to learn through doing – taking a hands-on approach and learning through our own experience.

# Understanding the learning style that suits you best

## Four box learning grid

Here are 20 techniques and tools we can use to help us learn. Insert each technique into one of the four boxes, then tick it off the list and move on to the next one.

- Rewriting things in your own words
- Mind maps
- Lectures
- Discussion
- Written lists
- Fixing something
- Storytelling
- Diagrams
- Trying things out in your own way
- Listening to speeches or presentations
- Written lists
- Ideas sessions
- Using coloured sticky notes
- Rearranging charts into written text
- Hands-on practice
- Graphs
- Bullet points
- Taking part in a demonstration
- Constructing something
- Colourful words/drawings

<b>Visual</b>	<b>Auditory</b>
<b>Reading/writing</b>	<b>Kinaesthetic</b>

# Understanding the learning style that suits you best

## Answers for the four box learning grid

<p><b>Visual</b></p> <ul style="list-style-type: none"> <li>• Mind maps</li> <li>• Graphs</li> <li>• Diagrams</li> <li>• Colourful words/drawings</li> <li>• Using coloured sticky notes</li> </ul>	<p><b>Auditory</b></p> <ul style="list-style-type: none"> <li>• Discussion</li> <li>• Ideas sessions</li> <li>• Storytelling</li> <li>• Lectures</li> <li>• Listening to speeches or presentations</li> </ul>
<p><b>Reading/writing</b></p> <ul style="list-style-type: none"> <li>• Written lists</li> <li>• Short notes</li> <li>• Bullet points</li> <li>• Rewriting things in your own words</li> <li>• Rearranging charts into written text</li> </ul>	<p><b>Kinaesthetic</b></p> <ul style="list-style-type: none"> <li>• Hands-on practice</li> <li>• Taking part in a demonstration</li> <li>• Constructing something</li> <li>• Fixing something</li> <li>• Trying things out in your own way</li> </ul>

# Understanding the learning style that suits you best

## Top tips for each learning style

Visual	Auditory
<ul style="list-style-type: none"> <li>• Take lots of notes</li> <li>• Write information down in any format as you go along to help you visualise associations and relationships between elements</li> <li>• Diagrams, drawings and colour may help you work, so try using               <ul style="list-style-type: none"> <li>- Highlighters</li> <li>- Coloured pens</li> <li>- Bright sticky notes</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Discuss things with friends and family, rather than relying purely on written notes to remember things</li> <li>• Try listening to speeches and presentations to focus on the descriptions and voice tones rather than reading information in books or online</li> <li>• Wherever possible, record meetings or spoken information on your mobile phone voice recorder to listen to again later</li> </ul>
Reading/writing	Kinaesthetic
<ul style="list-style-type: none"> <li>• Make as many notes as possible during your work</li> <li>• Rewrite information and instructions in your own words to help you remember them</li> <li>• Rearrange diagrams and charts into written text to help you process the information</li> </ul>	<ul style="list-style-type: none"> <li>• Where possible, try out new methods or techniques to get hands-on and learn by experimenting or doing, rather than simply listening or looking. You're more likely to remember concrete things that actually happened to you</li> <li>• When learning something new, get up and walk around and speak the words out loud, to help embed them in your memory</li> </ul>

Source: [cpduk.co.uk](http://cpduk.co.uk)

# Understanding the learning style that suits you best

## My action plan

**Goal**

What problems could get in the way of achieving my goal?	What steps do I need to take in order to solve these problems?	What action am I going to take to achieve this?	How would I feel once my goal has been achieved?