

PERSONALITY AND LEARNING STYLES



TRAINING ACCORDING TO THE TRAINEE'S LEARNING STYLE

05/25

PERSONALITY AND LEARNING STYLES

As part of the trainee's orientation (day one of training), have a conversation that is geared towards exploring the trainee's learning style, personality type and other things/areas that may affect the learning process.

Learning style is an individual's preferred method of understanding, absorbing, processing, and retaining information.

PERSONALITY AND LEARNING STYLES

Trainees absorb and retain information in different ways.

Always have an informal and a formal meeting with your trainee before you start training on any position.

Formal meeting - *here are the rules/expectations*

Informal meeting - *ice breaker chat*

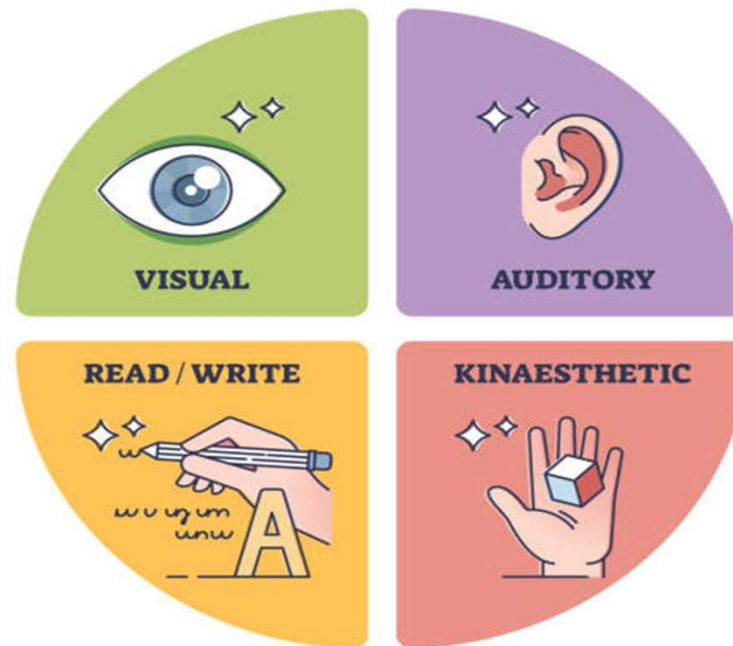


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PERSONALITY AND LEARNING STYLES

Several studies have concluded over the years that there are 4 main learning styles. Most people are a combination of these four styles.

The VARK model:



PERSONALITY AND LEARNING STYLES

A 2019 study claims that around 65% of people are visual learners

Learn more through images, diagrams, charts, graphs, presentations and anything that illustrates ideas.

Gamified lessons are invaluable to these learners.

They often struggle with large blocks of text or spoken lectures without accompanying visuals.

VISUAL

You prefer to use pictures, diagrams, images and spatial understanding to help you learn

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A 2019 study claims that around 30% of people are auditory learners

Prefers to learn by listening (lectures, podcasts, music, etc.) and might not take any notes at all.

Discussions are invaluable to these learners.

They also tend to read their notes aloud or listen to music when studying to help them understand and retain information.

**MUSICAL /
AUDITORY**

You prefer using sounds or music or even rhythms to help you learn.

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Prefer written words (books, articles, blogs, etc.) instead of images or spoken words.

Quizzes and puzzles are invaluable to these learners.

VERBAL

Words are your strongpoint!
You prefer to use words both
in speech and in writing!

Always ensure they have time to take notes and allocate extra time for reading.

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Learn better when they're physically moving and getting hands-on experience. They learn by doing.

Simulations and role playing are invaluable to these learners.

They tend to be action-oriented.

PHYSICAL / KINAESTHETIC

You use your hands, body and sense of touch to help you learn. You might 'act things out'.

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Ask how do they want to be engaged?

Some trainees may have a dominant style of learning, while others have a mixture or does not prefer one style over the other.

PERSONALITY AND LEARNING STYLES

ADDITIONAL LEARNING STYLES

SOCIAL

You like to learn new things as a part of a group. Explaining your understanding to a group helps you to learn.

LOGICAL / MATHEMATICAL

Learning is easier for you if you use logic, reasoning, systems and sequences.

SOLITARY

You like to work alone. You use self-study and prefer your own company when learning.

PERSONALITY AND LEARNING STYLES

Knowing the trainee and the ways they learn can help the CTO adapt their teaching style to suit the trainee.



← **HOWTOLEARN.COM**

Take the free learning style quiz

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VISUAL

LEARN BY SEEING

- Charts, Graphs
- Graphic organizers
- Lesson outlines
- Picture aids
- PowerPoints

AUDITORY

LEARN BY HEARING

- Read-alouds
- Listening centers
- Verbal instructions
- Discussions
- Repeat to a friend

READ/ WRITE

LEARN BY READING & WRITING

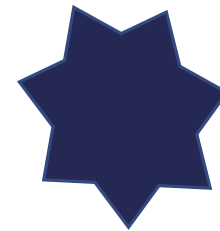
- Books & texts
- Dictionaries
- Note-taking

KINESTHETIC

LEARN BY DOING

- Incorporate body movement
- Tactile- touch, feel
- Hands-on!

THANK YOU



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