



Learning Styles

An overview of personal learning styles and their importance

george james knowledge base

During the course of our business we have produced and continue to produce tip sheets and training notes which we make freely available for download and distribution from the **george james knowledge base**. These documents cover all areas of our services; Recruitment, Sales Training, Corporate Development, Performance Coaching, HR Services, and Interim Management & Non-Exec Directorships. In addition guest articles are added providing useful tips and ideas on areas not covered by george james ltd. For a full listing please go to www.georgejamesltd.co.uk

We hope that you find this document interesting and are able to put it to good use. If you wish to discuss any of the points raised please contact us. Should you wish to reproduce part or all of this download in your own material please contact us for permission.

Document ref: GJKB0019

What is a person's Learning Style?

It is the way in which a human being of any age concentrates on, absorbs processes and retains new and difficult information. Everyone has a unique style in which they prefer to learn and if a student's learning preferences are being matched with the overall learning conditions and their study environment, they become their strengths. This will improve academic performance and lead to permanent learning success.

Does everybody have a Learning Style?

Yes and everybody's learning style is uniquely different; there are no 'good' or 'bad' styles, only mismatched learning styles which over time usually lead to frustration and often to **learning problems**.

Once a teacher knows his or her students' learning styles, it is possible to re-arrange learning tasks according to individual **Learning Style Profile**.

Do Learning Styles change over time?

Yes, particularly among primary (elementary) school pupils because the majority of learning style elements is biologically based and as children grow up, their learning styles change. Beyond teenage years however, **biological** learning style preferences are fairly set and remain pretty stable over a life time, but the **learned/conditioned** elements of someone's **Learning Style Profile** can be influenced at will and can literally change overnight.

Isn't V-A-K (Visual-Auditory-Kinaesthetic) what we call Learning Styles?

Yes, but only partially because V-A-K does not include Tactile (T) - hands-on learning, and what's more important, a person's learning style consists of many more elements than sensory modalities only. V-A-T-K is what can be called a subgroup of learning style elements. They describe how a person prefers to take in new and difficult information: either by seeing/reading/imagining (V), listening/talking (A), touching/hands-on learning (T) or doing/participating/feeling and physical involvement (K).

Is a Learning Style test an intelligence test?

No, it is not. It is a self-assessment which gives insight into a student's unique combination of style elements regarding the physical space where they prefer to study and concentrate, their time-of-day preferences for learning, their social and environmental needs during the learning process as well as their frame of mind and their attitudes towards school and learning.

Is Learning Style the same as Teaching Style?

Not really, but many teachers prefer to use the same techniques for their teaching as they tend to use for their own learning, their own information intake. That's why teachers who are highly auditory and visual (meaning they learn best through listening, discussing and reading) will use a lot of lecturing, discussions and reading materials in their teaching. However, once a teacher becomes aware of his or her own **Learning Style** they can deliberately use a **Teaching Style** which accommodates the diverse learning needs of their students.

For further reading try Barbara Prashnig's book ' **The Power of Diversity**'



Specialists in **Recruitment, Sales Training, Corporate Development, Performance Coaching, HR Services, and Interim Management & Non-Exec Directorships**

Serving the **Scientific and Technology Markets**

Pan European coverage with **United States** capability for major projects

About You

If in order to meet your personal and business objectives you need to recruit the best people, train and develop your existing team, develop the knowledge and skills of a key manager, raise additional funding or make an acquisition or divestiture we would like to speak with you.

If you are interested in developing your own knowledge and skill set to achieve further success and make the most of your talents with proven coaches we would like to talk.

If you are looking for your next career move or wish to have some impartial and experienced career advice we would like to hear from you

Our Customers

US companies looking to establish themselves in Europe needing to recruit and/or wanting assistance with the associated logistics.

European start up companies looking for additional funding, the recruitment of key staff or assistance with their HR processes.

Established small businesses to the largest international corporations looking to recruit train and develop their existing staff, review their HR processes or make an acquisition or divestiture.

European Distributors looking to recruit and/or train and develop their existing staff.

Venture Capitalists looking to recruit early stage commercial people into companies they have invested in.

Recruitment
Sales Training
Corporate Development
Performance Coaching
HR Services
Interim Management & Non-Exec Directorships

