



One of The Institute's **worksheets** series, to help you improve your leadership skills and capability, making you a better leader

This worksheet, based on the Spotlight 'Learning Styles,' will help you focus on the ways that people you work with learn to enable you to identify their preferred learning style to optimise learning and aid performance.

You should take approximately **two hours** to complete this worksheet and read the accompanying Spotlight

Understanding Learning Styles

Use the table below to identify the likely preferred learning style described and explain your answer:

	Learning Style	Why?
If someone shows me what to do, I will be fine		
I pay close attention to body language when talking to someone		
I find it difficult to concentrate for long periods of time		
I prefer listening to a podcast rather than reading the manual		
I can do the job much better if someone explains it to me first		
I find that making up a mnemonic helps me remember information		

How do you identify team members' preferred learning styles? What are the implications of this for personal development or learning a new task? What are the implications for your organisation?

I identify team members' preferred learning styles by:

Implications for personal development or learning a new task:

Implications for the organisation:



Worksheet

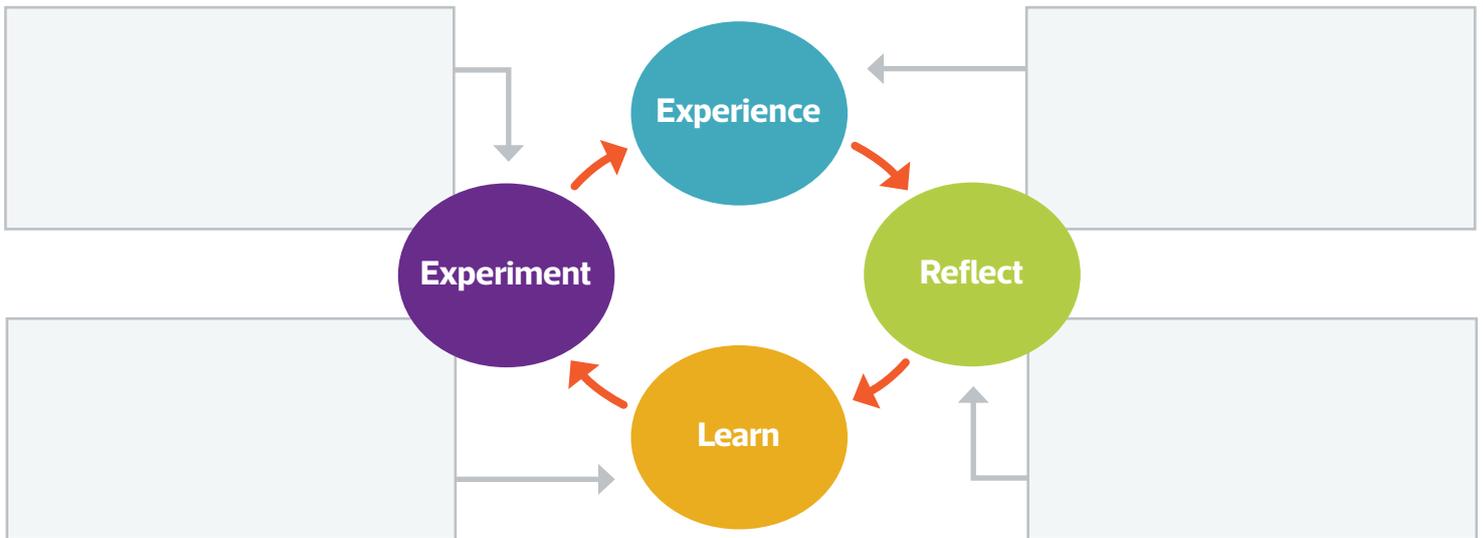
Learning: Learning Styles

Observe the behaviour and identify the learning styles of three of your peers. How would you go about providing new information about a process change to each of them based on your knowledge of their learning style?

	A	B	C
Behaviour			
Learning Style Preference			
How I would introduce a process change:			

Kolb Learning Cycle

Take time to reflect on your own learning experiences over the last six months, and complete Kolb's Learning Cycle (below) for one of these learning experiences. Do you consider that you completed Kolb's cycle? If not, why not? Would you do anything different as a result of this?



Reflecting on the experiential cycle:

What I would do differently:

Review How would you start a conversation with a member of your team to help them strengthen the weaknesses of their preferred learning style?

All references are cited in The Institute of Leadership (2018) 'Spotlight on Learning Styles'

Ownership - Learning - Learning Styles

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