

My Learning Style Is Affecting My Career

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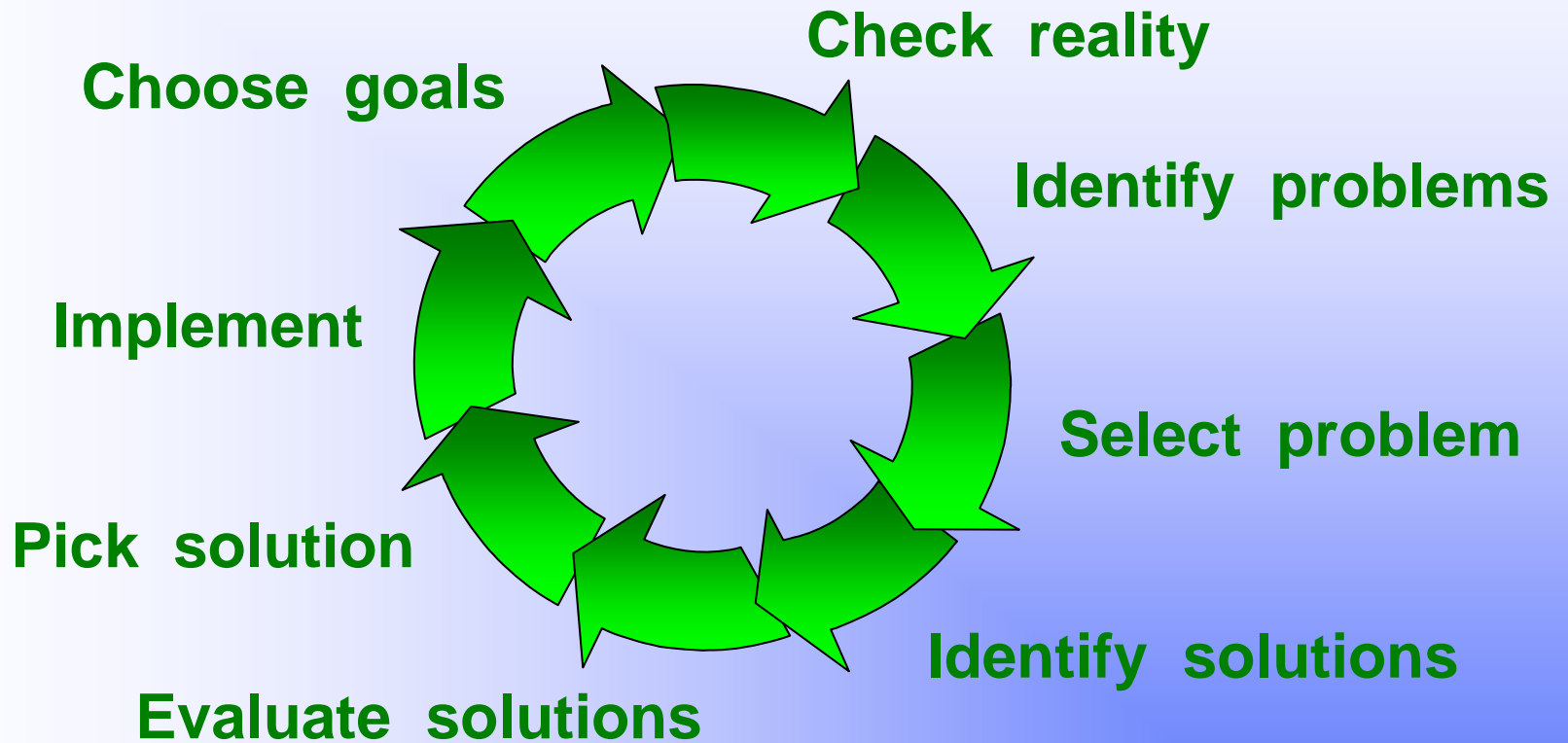
Career Success

- **Relationships**
 - ➔ Superiors
 - ➔ Peers
 - ➔ Subordinates
- **Taking and giving direction**
- **Working with others**
- **Ability to solve problems**

Solving Problems

- **Professional environment**
 - ➔ Fix or improve systems and processes
 - ➔ Increase productivity
 - ➔ Enhance job security
- **Personal lives**
 - ➔ Relationships at home
 - ➔ Volunteer activities

Solving Problems



- Learning style affects problem solving

How We Learn

- **Learning Style Inventory by David Kolb**
- **Forces that shape your learning style**
 - ➔ **Personality type**
 - ➔ **Education**
 - ➔ **Career**
 - ➔ **Current job role**
 - ➔ **The current task or problem**
- **Consider a present learning situation**

How We Learn

- **Learning is a combination of how we:**
 - ➔ **Perceive new information**
 - ➔ **Process new information**

Perceive New Information

Experiencing



**Sense
Feel
Notice
Take in
Obtain
Grasp**

Thinking

Your Perceiving Preference

1

2

3

4

Experiencing

- Specific experiences
- Tangible & felt events
- Feel personal involved
- Strong reactions
- Relating to people
- Relying on feelings
- Uses intuition
- Trust hunches
- Open-minded & adaptable

Thinking

- Symbolic representations
- Think about things
- Like ideas & theory
- Rational -- Logical
- Analytical
- Reason things out
- Plan systematically
- Intellectual understanding
- Rely on my ideas

Process New Information

Doing  **Reflecting**

Convert
Remember
Make sense of
Sort out
Manage
Deal with

Your Processing Preference

A

B

C

D

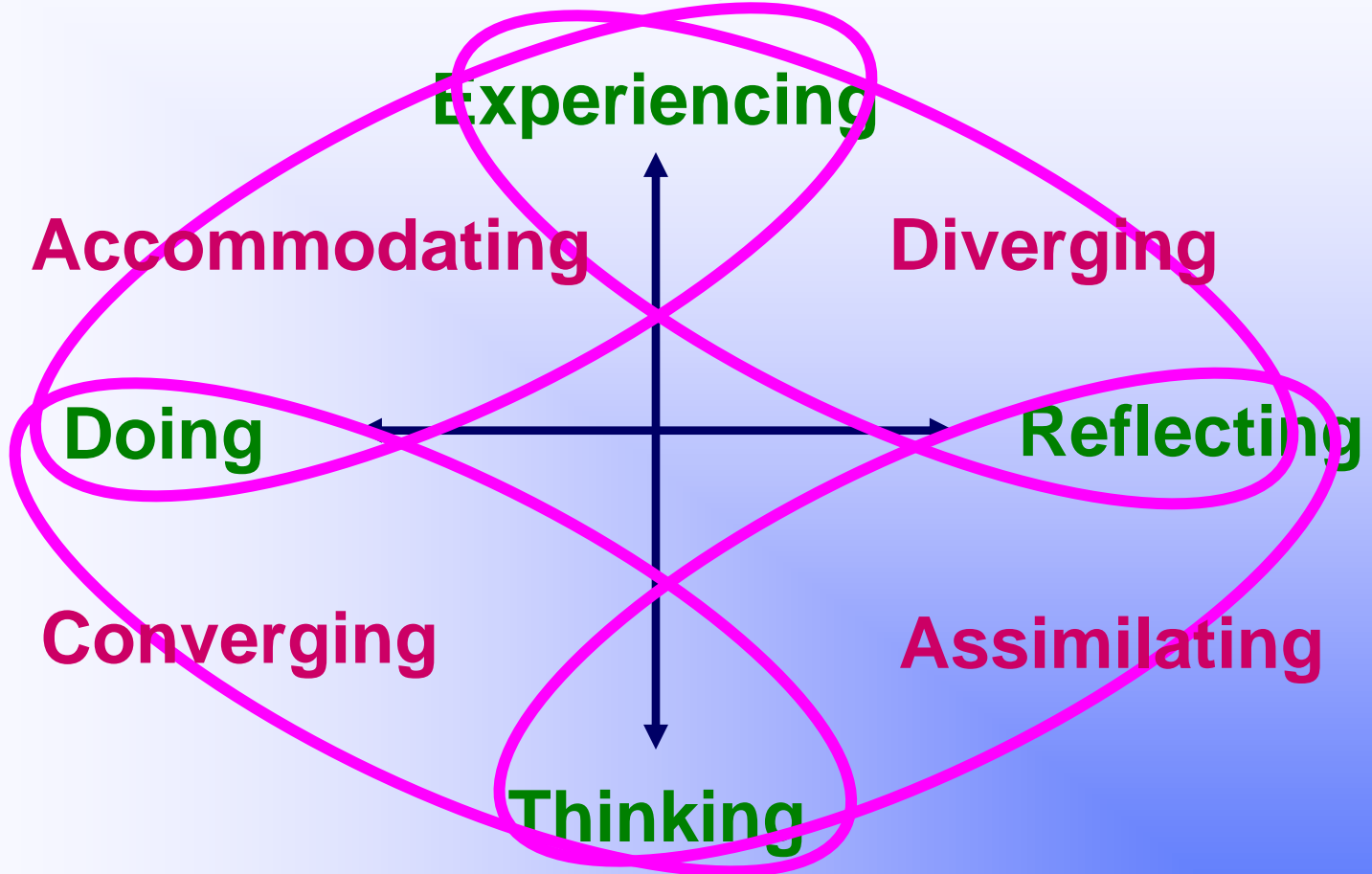
Doing

- Do things
- Try things out
- A chance to practice
- Get things done
- Responsible
- Practical
- Take risk
- Influence by action

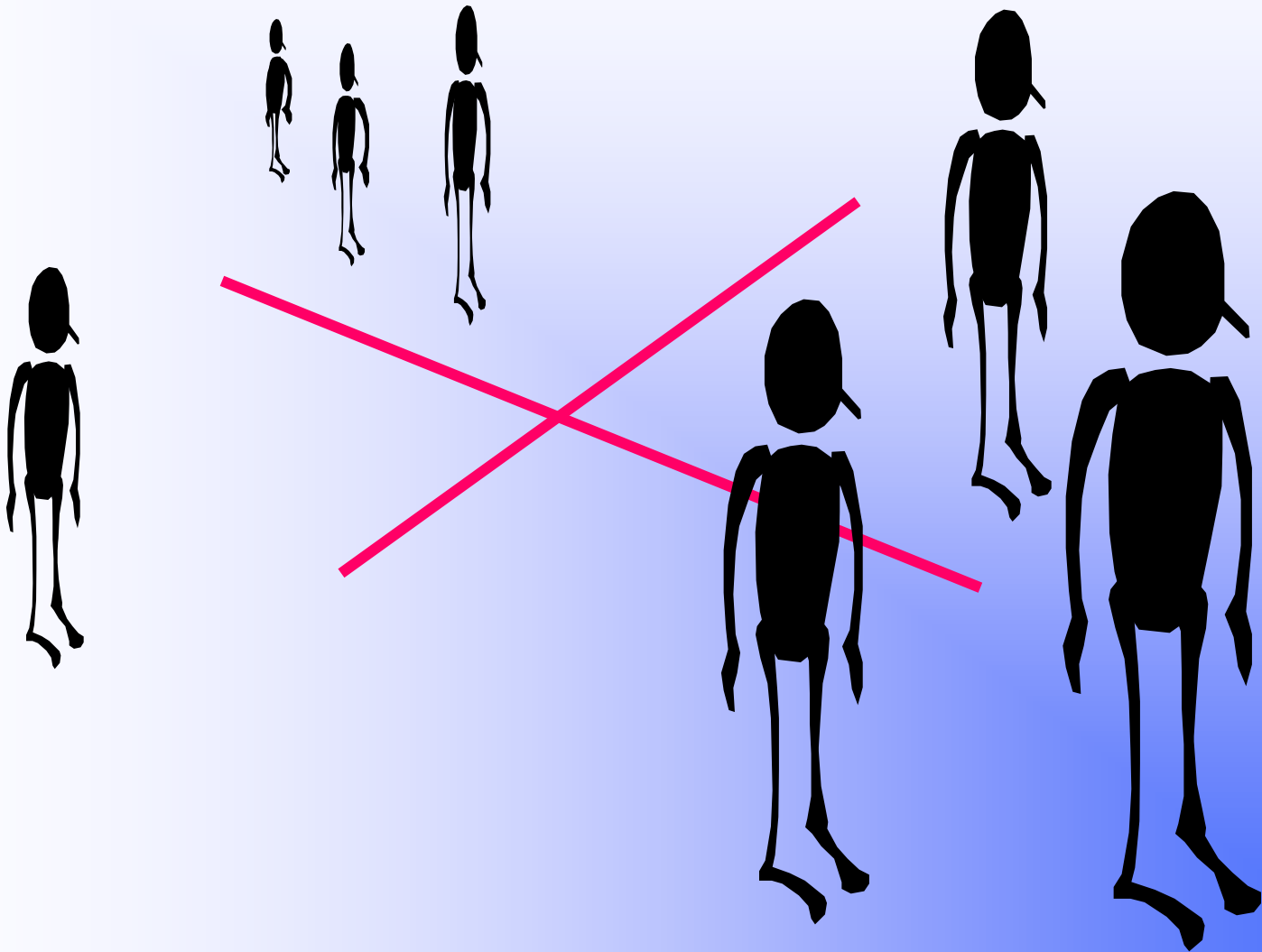
Reflecting

- Watch carefully
- Rely on observation
- Listen
- Quiet and reserved
- Look at all sides
- Look for meaning
- Careful
- Take time to act

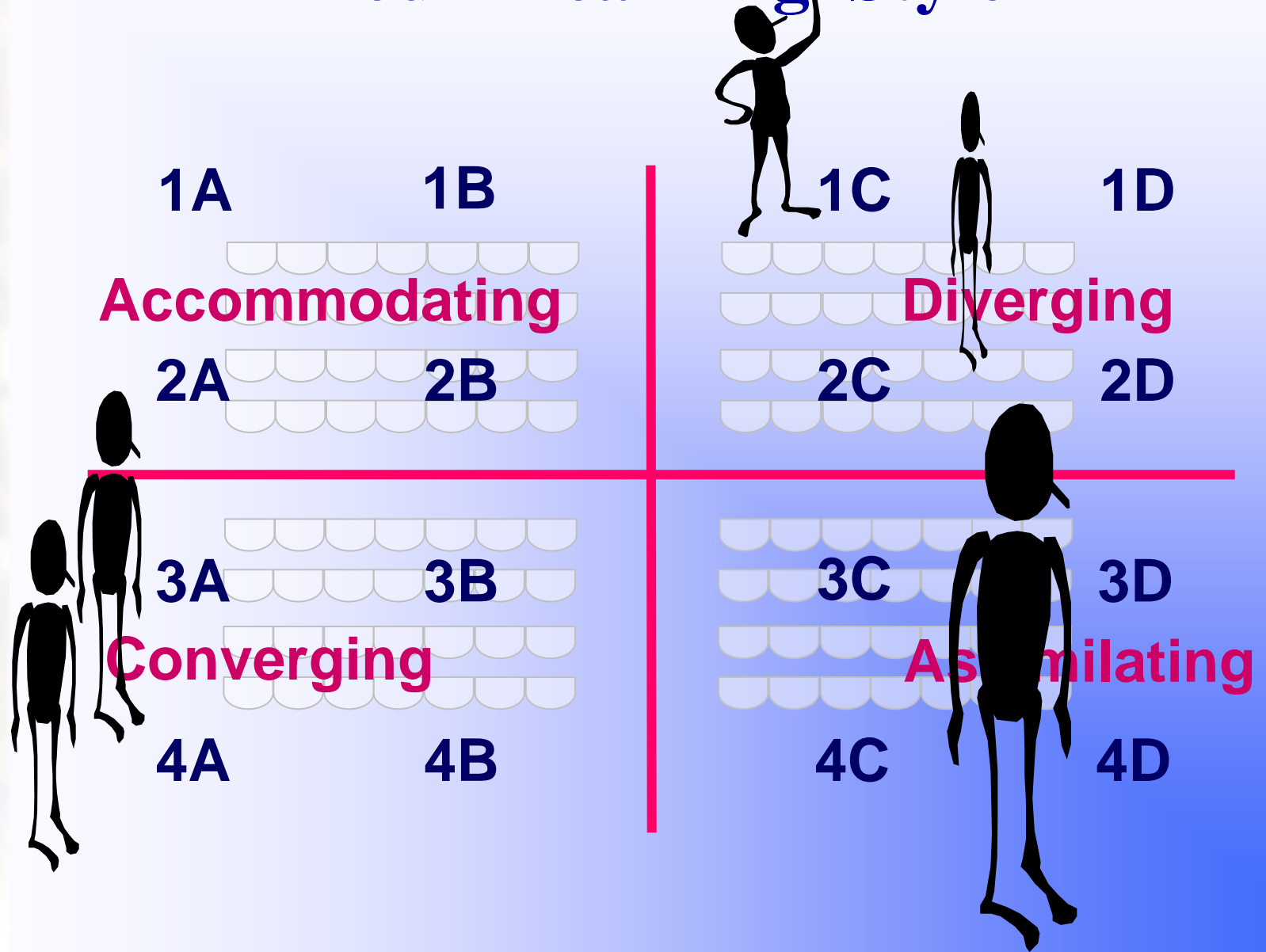
Learning Styles



Your Learning Style



Your Learning Style



Diverging

- **Would rather**
 - Gather information
 - Look from different points of view
 - Create a wide range of ideas -- brainstorm
 - Observe than take action
- **Learning - working in groups & listening**
- **Comes up with alternate possibilities**
- **Imaginative, emotional, sensitive**
- **Diverge - differ, contrast, branch off**

Assimilating

- **Would rather**
 - ➔ Focus on abstract concepts than people
 - ➔ Have time to think things through
 - ➔ Explore analytical models
 - ➔ Put information into concise form
- **Learning - lectures, reading, thinking**
- **Incorporates information into models**
- **Logical**
- **Assimilate - take in, absorb, soak up**

Converging

- **Would rather**
 - ➔ Deal with things than with people
 - ➔ Solve specific technical problems
 - ➔ Find practical uses for ideas
 - ➔ Make decisions
- **Learning - experiment, real simulation**
- **Narrows in on the correct solution**
- **Unemotional**
- **Converge - focus, come together**

Accommodating

- **Would rather**
 - ➔ Try out different approaches
 - ➔ Act on “gut” feel – not logical analysis
 - ➔ Take action – carry out plans
 - ➔ Rely more on other people for information
- **Learning - group work, test diverse ways**
- **Puts ideas into action – trial and error**
- **Risk taker**
- **Accommodate - adapt, adjust to change**

Solving Problems

Accommodating

Diverging

Choose goals

Check reality

Identify problems

Implement

Select problem

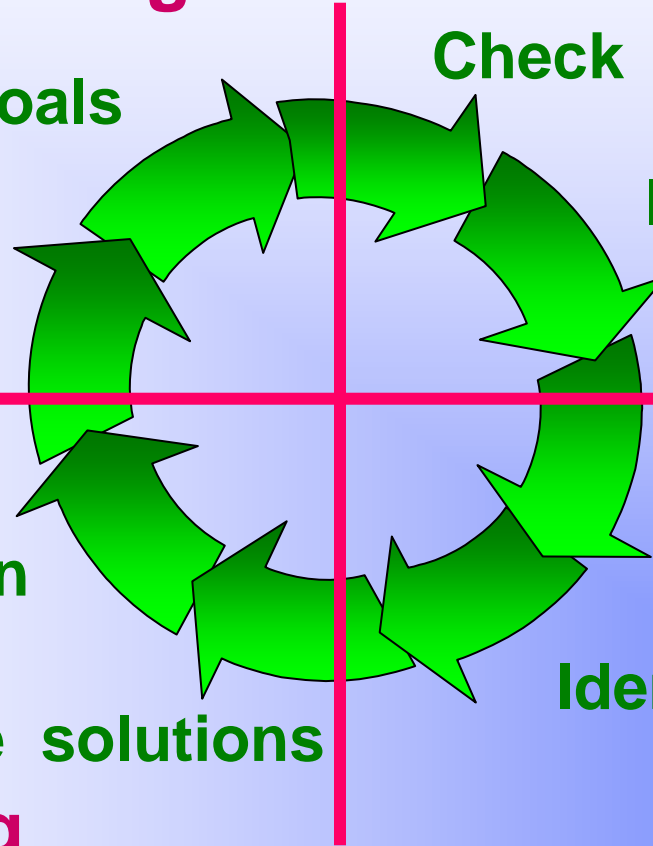
Pick solution

Identify solutions

Evaluate solutions

Converging

Assimilating



Styles And Career

- **Be aware of your style**
- **Observe the styles of others**
- **Use their strengths**
- **Play to their style**
- **Help others to respond to your style**

Styles And Career

- **Develop successful relationships**
 - ➔ Boss to subordinate
 - ➔ Subordinate to boss
 - ➔ Peer to peer
- **Advancement**
 - ➔ Learn to flex your style
 - ➔ Shift from solution to problem

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