

Learning Styles

Different people learn differently. For maximum effect, training programs should include elements of the three major learning styles:

- **See it.** Visual learners learn by seeing. They prefer written directions, supplemented with visuals, diagrams or flowcharts. Visual learners also benefit from videos, live demonstrations or other tools to “show” new skills and correct behavior.
- **Hear it.** Auditory learners learn best through verbal instruction. They prefer to listen to presentations and explanations, and then talk through the concepts in small or large groups.
- **Do it.** Kinesthetic (or tactile) learners learn by doing and hand-on activities. They learn best through role plays, participant demonstrations, and other active review and practice methods.