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MART 120  
Learning Styles

As someone who has been in supervisor/management positions, and most recently as a trainer at a production facility, I understand that people not just learn differently, but at different paces as well. Despite my quiz results, I am definitely a hands-on learner. I can read all the books and PowerPoints, you can show me a hundred different times, but until I can get my hands dirty and physically do the work, nothing clicks. That is not to say that written materials or demonstrations do not help, but something in my brain certainly switches on after physically doing it. Once I am doing something, I tend to learn and pick things up very quickly.

On the flip side, as a trainer, I have to adjust my training style based on how each person learns. Some are like me and I can just let them go and help correct things along the way. Others prefer to watch me do it for a few shifts before they are comfortable trying. And some can simply read the instructions and go to work. More often than not it is a combination of all of the above and in practice, the best training employs all styles to some degree. It certainly helps to understand how you best learn before trying something new.