

## Type One Learners



They learn by feeling their experiences, being present to them, trusting in their perceptions, and being open to sensory input. They take time to reflect and ponder their experience. They seek meaning and clarity. They integrate experience with the Self. They learn primarily in dialogue, by listening and sharing ideas. They excel in viewing these ideas from many perspectives. They have highly developed imaginations. They are insightful, absorbing reality, taking in the climate. They thrive on lots of reflecting time, especially when pondering new ideas. They seek commitment. They work for harmony and clue in to the needs of others with ease. They are great mentors. They nurture others to help them accomplish their goals. They tackle problems by reflecting alone and then brainstorming with others. They exercise authority through group participation. If they are forced into a conflict situation (which is usually difficult for them), they deal with it through dialogue and a great deal of listening. They build trust through personal interactions. Their favorite question is "Why?" They seek to know the underlying values.

## Type Two Learners



They learn by thinking through experiences, judging the accuracy of what they encounter, examining details and specifics. They take the time to reflect and ponder on what they experience. They seek to achieve goals and to be personally effective. They integrate their observations into what they already know, forming theories and concepts. They excel in traditional learning environments and are thorough and industrious. They judge new learning by how theoretically sound it is. They are intrigued by how systems function. They look for structure. They thrive on stimulating lectures and readings. They seek continuity and certainty and are wary of subjective judgments. They have clearly defined goals and monitor cutting-edge research in their fields. They want to be as knowledgeable and accurate as possible. They are systematic. They tackle problems with logic and analysis. They exercise authority with principles and procedures. If they are forced into a conflict situation, they deal with it systematically, dissecting the problem before coming to a conclusion. They build trust by knowing the facts and presenting them systematically. Their favorite question is "What?" They seek to know what the experts know.

## Type Three Learners



They learn by thinking through their experiences, judging the usefulness of what they encounter. They take the time to figure out what can be done with what they learn. They seek utility and results. They integrate new learning by testing theories. They excel at down-to-earth problem solving, often tinkering to make things work. They learn best with hands-on techniques. And once they have it, they move quickly to mastery. They are pragmatists, they need closure, they like to get things done. They thrive in the company of competent people and excel at problem solving. They seek to get to the heart of things. They work for deadlines and "keep to the plan." They like to be considered competent.

They help others to be competent. They tackle problems quickly, often without consulting others. They exercise authority with reward and punishment. If they are forced into a conflict situation, they deal with it by creating solutions. They build trust with straightforward forcefulness. Their favorite question is "How does this work?" They seek to know the usability of theory.

## Type Four Learners



They learn from their perceptions and the results of their experiences. They are open to all manner of sensory input. They take the time to consider the possibilities of what they learn. They seek challenge and are risk takers. They integrate their present experiences with future opportunities. They learn primarily through self-discovery. They excel at synthesizing. They are flexible and flourish in challenging situations. They are enthusiastic about enriching reality, putting new "spins" on things. They thrive on chaotic situations. They seek to influence others. They push their potential. They are at ease with all types of people. They actively seek growth and pressure others to do so. They tackle problems with their intuition. They exercise authority by influence and expect their people to be accountable. If they are forced into a conflict situation, they react emotionally and then move to cool rationality. They build trust with high communication skills and openness. Their favorite question is "What If?" They seek to know the possibilities.

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