



### Introduction to learning theory and teaching styles...

I hope these may be of interest for those of you about to take the TEW and TSTA exams....

I have deliberately placed several fun pictures on this page in order to make the point about accounting for the various needs, for fun and visual stimulation, as well as advanced theory.

*"Leaning is a change in the person due to an interaction between the individual and her / his environment which fills a need and makes him / her be able to deal with his / her environment."*

*"Learning is an internal process of reflection and an external process of application" Evelyne Papaux CTA.*

*Adult learning... "The process of adults gaining knowledge and expertise"*

M. Knowles in "The Adult Learner." Presents 4 phases of learning:

1. **Need:** Determination of the need (The desired state in NLP terms.) in order to achieve their desired state / goal.
2. **Create:** Create a strategy and resources in order to achieve the learning goal.
3. **Implement:** Implementing the learning strategy and use of the learning resources.
4. **Evaluate:** Assessment of attainment, has the desired state been achieved?

### Learning Styles:

- People learn in different ways.... the child in this diagram will learn much through experimentation and modelling without ever learning the theory... for example which child learns to walk and run or talk through being taught the theory of walking and talking? Child development and learning theory are beyond these simple introductory notes...
- Learning is about change and I believe is a healing and creative process in itself.
- Desire to move from your current state to the desired state... This motivates us to learn and develop.
- Take a look in the mirror; You are the best resource you have... both as the trainer and as the



learner.

Basic TA and NLP concepts point us to many concepts which are important when considering how folks learn....

Any training you offer to a group will need to incorporate elements which appeal across the board... so use pictures, feelings and words to create a complete experience for those involved pay attention to >>>

- Basic needs... safety, warmth, comfort, food and drink, recognition and stimulation... if any of these need attention they will take priority over learning new material.
- Strokes... people need positive strokes in order to learn and to feel safe.
- Personal working Styles: (Workaholic, over reactor, rebel, dreamer, sceptic, manipulator)
- Script process types: (Open, never, always, after, until,)
- Channels of communication: (Directive, nurturative, informational, playful)
- Representational systems: (Visual, auditory, kinaesthetic).
- Ego states... each of the ego states need to be addressed.

Humour can work... as any who know me will be aware that I believe any training experience should be fun! However for some this may not go down very well!



Learning mainly happens at an unconscious level... we never went to class to learn how to walk and run.... We do not force folks to grow and develop, training supplies the seed, the ground and an occasional watering. And as with jack and his beans... You never know quite what might grow:

**Four Learning Styles:** Kolb described the experiential learning cycle: Experience > Reflect > Conceptualise > Experiment. He then went onto describe the four learning styles:

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| <p style="text-align: center;"><b>Concrete Experience</b></p> <p style="text-align: center;"><b>Let's feel it!</b></p> <ul style="list-style-type: none"> <li>■ Experience based approach</li> <li>■ Feeling based</li> <li>■ People orientated</li> <li>■ Ambiguity is enjoyed</li> </ul>          | <p style="text-align: center;"><b>Reflective Observation</b></p> <p style="text-align: center;"><b>Let's watch it!</b></p> <ul style="list-style-type: none"> <li>■ Reflects on the ideas</li> <li>■ Like to watch before using</li> <li>■ Passive</li> </ul>                |
| <p style="text-align: center;"><b>Abstract Conceptualisation</b></p> <p style="text-align: center;"><b>Let's think about it!</b></p> <ul style="list-style-type: none"> <li>■ Analytical thinking about theory.</li> <li>■ Interested in research and proof.</li> <li>■ Wants structure.</li> </ul> | <p style="text-align: center;"><b>Active Experimentation</b></p> <p style="text-align: center;"><b>Let's do it!</b></p> <ul style="list-style-type: none"> <li>■ Not interested in the theory!</li> <li>■ Activities</li> <li>■ Have a go - testing the learning.</li> </ul> |

**Tactics: Transactional Analysis Concepts for All Trainers, Teachers, and Tutors and Insight into Collaborative Learning Strategies**

This is the best book resource for all trainers is "Tactics by Trudi Newton and Rosemary Napper: