



Brief 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 used them for the many TEW's on which I was a staff member.

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.

"Learning 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 TSTA.

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 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... a child will learn much through experimentation and modelling without ever learning the theory... for example when a child learns to swim, cycle, walk, run or talk. Learning is about change which is a healing and creative process in itself. Desire provides the motivation to move from your current state to the desired state... This motivates us to learn and develop.

You are the best resource you have! - Take a look in the mirror; You are the best resource you have... both as the



trainer and as the learner.

Essential requirements for training / learning process:

- 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!

Four Learning Styles: Kolb described the experiential learning cycle: Experience > Reflect > Conceptualise > Experiment. He then went onto describe the four learning styles: when training you need to offer learning opportunities for each style.

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

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

This is a great resource for all trainers is "Tactics by Trudi Newton and Rosemary Napper: