



How to Design Training using the Visual-Auditory-Kinesthetic Learning Styles

Training is one of the keys to success in all districts. Keep in mind that adults learn and communicate with the world in different ways. Some are more visual learners. They learn best through seeing and reading. Others are more auditory. This group learns best by listening and speaking. Another group is more kinesthetic. They learn best through experiencing, touching, and feeling. Most of us have dominant and secondary styles. Well-designed training sessions incorporate all three learning styles.

The Experience	Visual Learners	Auditory Learners	Kinesthetic Learners
Help them learn using:	Written instructions	Verbal explanations	Hands on demonstrations and a chance to try it,
Words to engage them:	Watch how I do it	Listen to this message	You try it
What they tend to say:	I see what you mean; show me how...	I hear what you are saying; tell me what to...	I know how you thinking/feeling; let me try...
Some typical leisure activities	Reading	Listening to music or conversation	Writing, playing music, DIY tasks, participating in sports/games
Planning a vacation	Reading the brochures	Listening to travel recommendations	Imagining and dreaming about this future experience
Serving as Contest Master	Following a checklist, watching a contest DVD	Listening to a mentor explain the role	Role playing or jumping in to make corrections on the fly

Our future leaders will benefit from training and education this year. When you assume the role of trainer, use the Visual-Auditory-Kinesthetic learning styles to make your training session memorable.