

Approach to New Learning and Skills



for **Colin Granger**

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Introduction

Just as people display various styles of preferred behaviour when working, they also develop a variety of ways to cope with new tasks, learning and training. These Learning Patterns are measured as part of the Footprint® online assessment.

Broadly, people fall into one of four patterns of learning – Realistic, Active, Reflective or Analytical. The sections that follow are designed to give information about how Colin prefers to learn, those strategies which will suit him best and how he may react to different learning scenarios. They are best considered in the context of all four approaches by using in combination with the final **Overviews of Learning Patterns** section.

Colin's qualities

analytical, self controlled, conscientious, sceptical, compliant, precise, adaptable, theoretical, exact, circumspect, restless, compelling, takes charge, driving, commanding, original, factual, reflective, studious

Colin's foundations

- Sets himself and others very high standards
- Wants the 'perfect' result
- Retains objectively
- Quietly reflective
- May worry in order to get things right

Motivation to learn

We have established that Colin has a naturally analytical style. He is therefore motivated to learn in an environment where he can find solutions quickly. A logical thinker and worker who requires detail, Colin is able to absorb information on a variety of technical subjects.

He is normally highly tactful. There are indicators that Colin has a good sense of timing. He does not seek the limelight but is able to direct others of similar interests and] is extremely focused. He is painstaking in his work and prefers meaningful tasks that require accuracy. There is a need for variety and an indication that this person wants an intellectual challenge.

Colin may prefer to work alone, as an independent contributor to a group. He likes to get things right and can create elegant solutions. Being probing and factual, he prefers a quiet environment where he can concentrate. Colin may not always share information. He prefers to justify his information with facts and figures. He may be defensive when challenged and can appear rigid because of his need to do things correctly.

Colin's ideal tutor/trainer will be a technical expert who realises that challenging and exact assignments should be given, preferably confirmed in writing.

Learning Pattern

Colin shows a strong correlation between his Calculator working style and his Analytical approach to learning and tasks in general. This suggests that he will react positively to analytical reviewing, exercises that have an 'exact' answer and e-learning. He is likely to appreciate the opportunity to drill down into the data and check facts out for himself.

Make sure that he is intellectually stretched by working with people who ask searching and serious questions. He will be easily engaged by interesting ideas and concepts.

Areas to develop include working with others and stress management. Although Colin has a questioning approach and good organisational skills, he should remember to consciously relax and to be give himself the occasional break.

If Colin is struggling with the negative impact of mistakes, trying to look upon them as opportunities to learn would be a useful strategy.

In summary

In the preceding paragraphs we considered the natural Learning Patterns that are linked to Colin's working and learning style. There are more tips and supporting data available below.

We recommend that a thorough study of all the Learning Patterns is completed before deciding upon a definite development strategy. In an ideal world, any session designed to switch on learning needs to:

- be practical enough for the Realistic learner
- be new and exciting for the Active learner
- come from a sound theoretical base for the Analytical learner
- be paced with gaps for the Reflective learner.

Overviews of Learning Patterns

Realistic Learners

These people like new ideas and want to try them out straight away. They get straight to the point and act quickly (and with confidence). Realists are mainly down to earth people who make practical decisions and tackle problems head on. They learn best when the subject has a practical advantage to them personally. They lose patience when they cannot see any meaningful benefit from the knowledge.

Active Learners

These people like to be fully involved in learning activities and they revel in people problems. They interact effectively with those around them, showing good communication skills. Active learners are often great for group morale but might get bored and move on when the creative excitement has waned. They learn best when they are free to generate ideas and have the opportunity to organise others. They can get bored and switch off when they have to listen to long winded explanations.

Reflective Learners

These people like to collect all the facts and study all the possibilities. They are prudent and rational, preferring not to reach a definite conclusion until they have thoroughly thought things through for themselves and asked people that they trust how they feel about it. Reflective learners like to take a back seat – observing and listening fairly to everyone before deciding. They often trust their instincts. They learn best when they can do things in their own time (without the pressure of unreasonable deadlines). They learn poorly when they are rushed from one activity to another.

Analytical Learners

These people are often sceptical until they check for themselves. They dislike making mistakes and being pressured to make snap decisions. Analytical learners naturally approach new problems logically and with cool detachment. They are great at taking things apart and making them work better. They can create elegant solutions. Analytical learners prefer facts to feelings and they learn best when they are free from criticism and have the opportunity to check for themselves. These people do not learn well from people that they do not respect.