



# Aware on the Job

Learning from those around us:

## Learning Styles



### TOOLBOX TALK

#### What is a Learning Style?

A learning style describes the way a person receives, processes, understands and remembers information. No one style is better than another. It is helpful to understand your own learning style and the learning style of your crewmates because it will improve communication and job success.

#### What is Your Learning Style?

### SEE IT

If you are a visual learner, you learn by reading or seeing pictures. You understand and remember things by sight. You can picture what you are learning in your head, and you learn best by using methods that are mostly visual (like with images). You like to see what you are learning.

You need to **see** things, not just hear things, to learn well.

**To do your best work, try:**

- Standing where you can see
- Writing down new tasks or instructions
- Drawing pictures to explain your questions or ideas

### DO IT

If you are a tactile learner, you learn by touching and doing. You understand and remember things through physical movement. You are a "hands-on" learner who prefers to touch, move, assemble, or draw what you learn, and you tend to learn better when some type of physical activity is involved.

You learn best by **doing**, not just by reading, seeing, or hearing.

**To do your best work, try:**

- Asking someone to show you how to do a new task
- Participating in training demos
- Practicing new skills by acting out each step

### HEAR IT

If you are an auditory learner, you learn by hearing and listening. You understand and remember things you have heard. You store information by the way it sounds, and you have an easier time understanding spoken instructions than written ones. You often learn by reading out loud because you have to hear it or speak it to know it.

You need to **hear** things, not just see things, in order to learn well.

**To do your best work, try:**

- Standing where you can hear
- Reading new tasks or instructions out loud
- Working & talking with a buddy

#### Why are we talking about this?

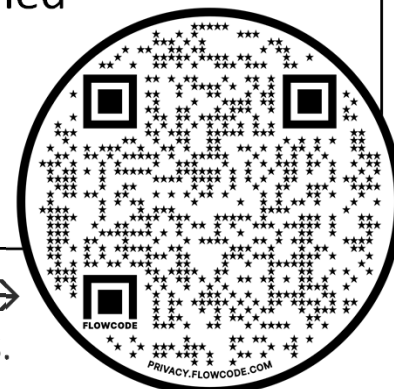
- Sharing your learning style can help you get the information you need to be successful.
- To build a strong team, we need to hear each other's perspectives.
- To educate people on the unique strengths and skills of their team members.
- To eliminate myths around learning differences in the construction industry.

#### All Members of Our Team Add Value

Every person has their own pattern of strengths and challenges. We all have something to teach one another!

**Everyone benefits from:**

- Clear direction & confirmed comprehension
- A safe culture to express their needs



Check out the **Genius Adjustment Screener** →

A free report tool that will allow you to explore work-related strengths and struggles.