

My Learning Style Is Affecting My Career

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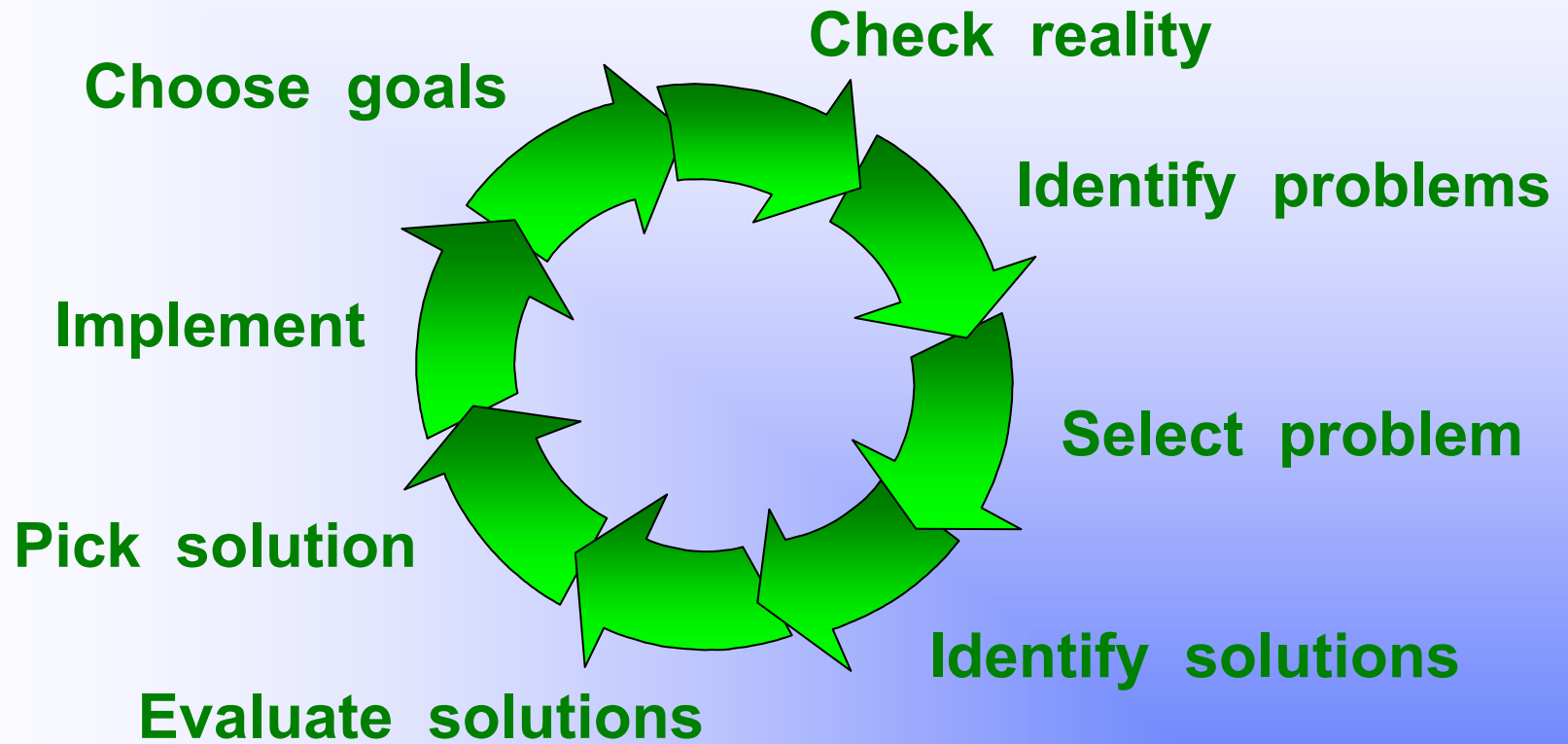
Career Success

- **Relationships**
 - Superiors
 - Peers
 - Subordinates
- **Taking and giving direction**
- **Working with others**
- **Ability to solve problems**

Solving Problems

- **Professional environment**
 - Fix or improve systems and processes
 - Increase productivity
 - Enhance job security
- **Personal lives**
 - Relationships at home
 - Volunteer activities

Solving Problems



How We Learn

- Learning style affects problem solving
- Learning Style Inventory by David Kolb
- Learning is a combination of how we:
 - Perceive new information
 - Process new information
- Consider a present learning situation

Perceive New Information

Experiencing



**Sense
Feel
Notice
Take in
Obtain
Appreciate**

Thinking

Your Perceiving Preference

1

2

3

4

Experiencing

- Learn from specific experiences
- Feel personal involved
- Get involved
- Rely on feelings
- Strong reactions
- Relating to people
- Intuitive
- Trust your hunches
- Open minded

Thinking

- Think about things
- Reason things out
- Like ideas & theory
- Rely on my ideas
- Evaluate things
- Analyze ideas
- Logical
- Rational
- Plan systematically
- Intellectual understanding

Process New Information

Doing ←→ **Reflecting**

Convert
Remember
Make sense of
Sort out
Manage
Deal with

Your Processing Preference

A

B

C

D

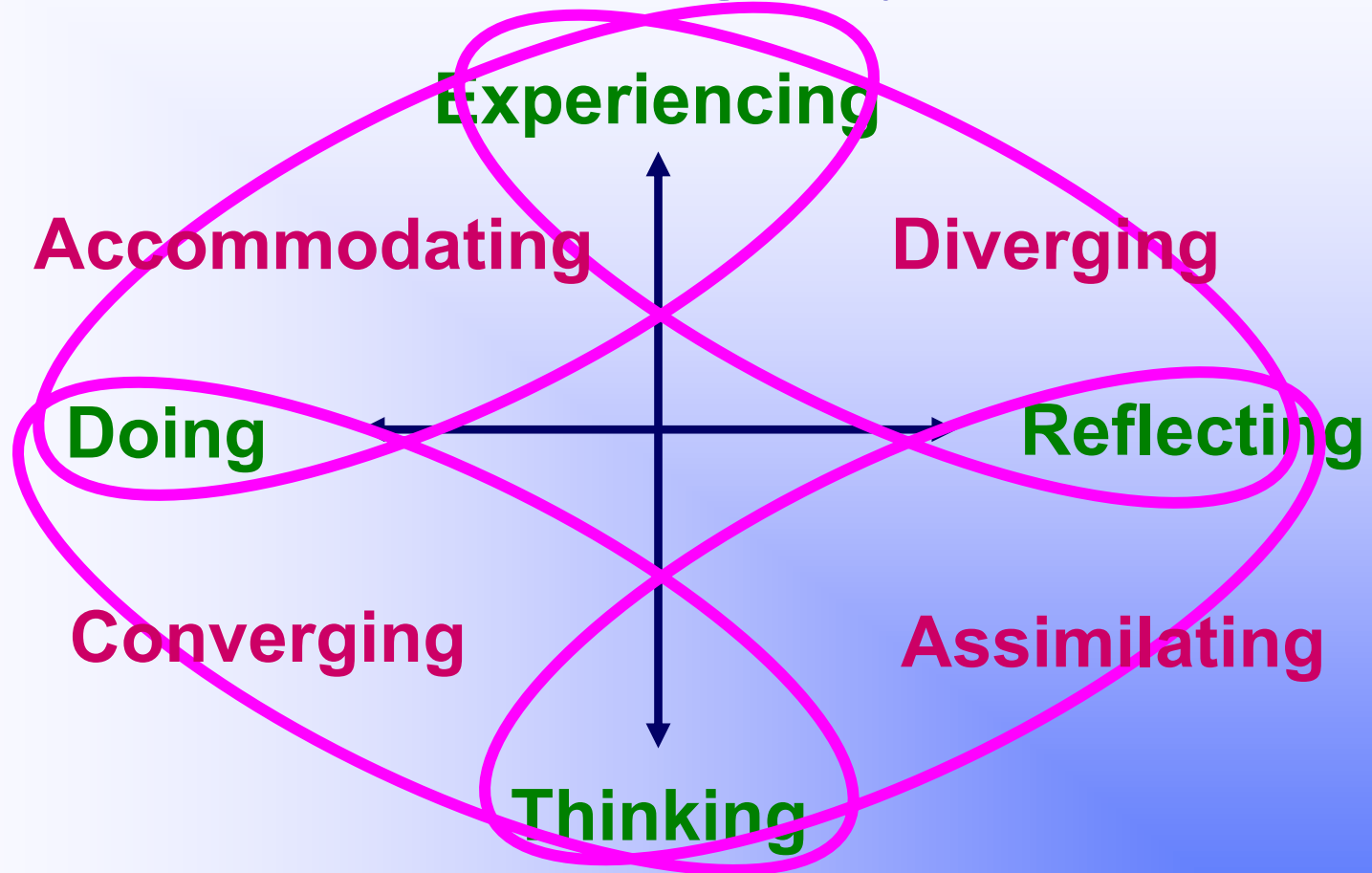
Doing

- Do things
- Try things out
- A chance to practice
- Get things done
- Responsible
- Practical
- Take risk
- Influence by action

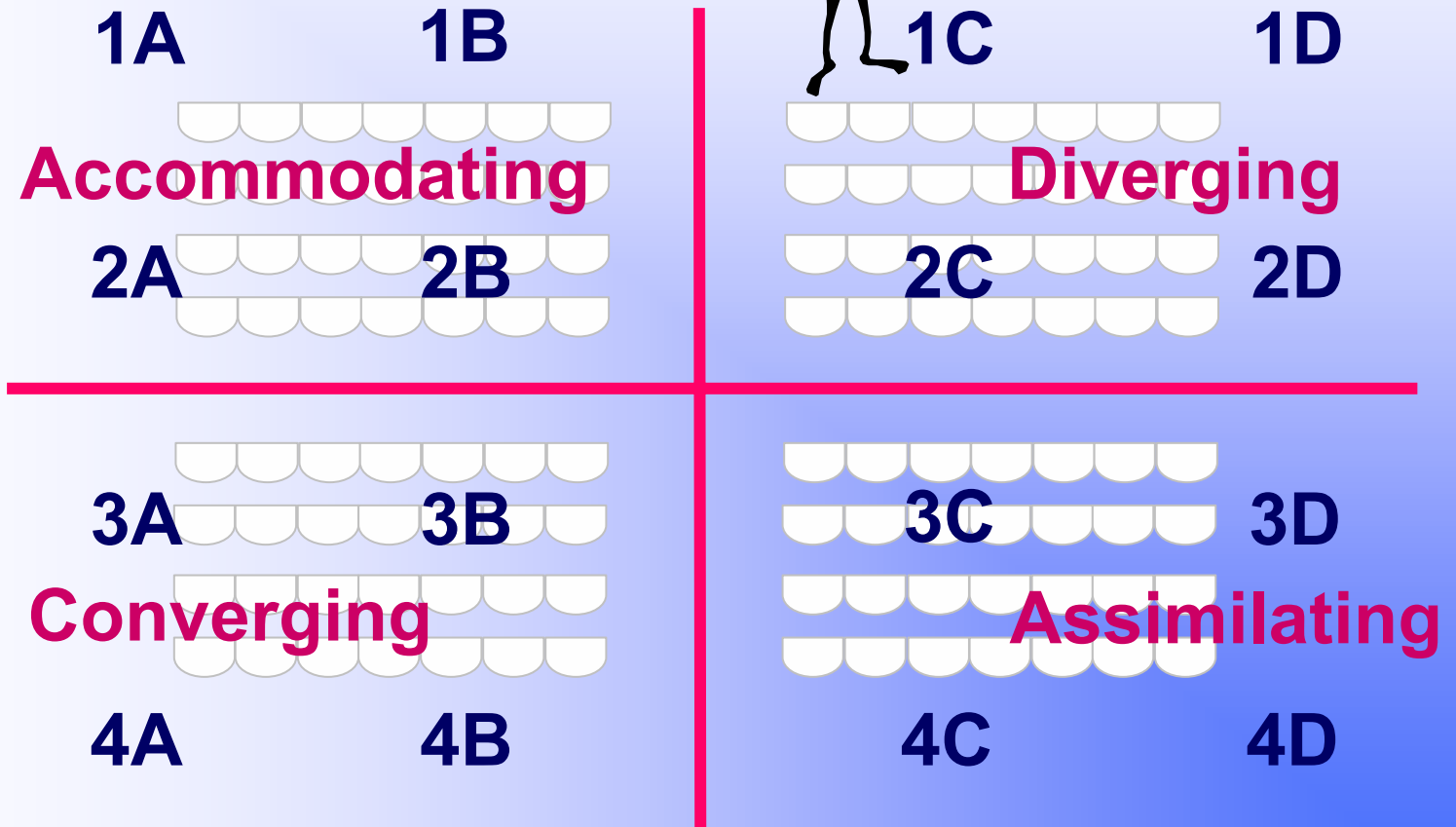
Reflecting

- Watch carefully
- Rely on observation
- Listen
- Quiet and reserved
- Look at all sides
- Look for meaning
- Careful
- Take time to act

Learning Styles



Your Learning Style



Diverging

- **Would rather**
 - gather data
 - look from different points of view
 - generate a wide range of ideas
 - observe than take action
- **Learning - working in groups & listening**
- **Comes up with alternate possibilities**
- **Diverge - differ, contrast, branch off**

Assimilating

- **Would rather**
 - focus on abstract concepts than people
 - have time to think things through
 - explore analytical models
 - put information into concise, logical form
- **Learning - lectures, reading, thinking**
- **Incorporates information into models**
- **Assimilate - take in, absorb, soak up**

Converging

- **Would rather**
 - deal with technical - not people - problems
 - find practical uses for ideas
 - solve problems
 - make decisions
 - experiment
- **Learning - experiment, real application**
- **Narrows in on the correct solution**
- **Converge - focus, come together, meet**

Accommodating

- **Would rather**
 - try out different approaches
 - act on “gut” feel
 - take action
 - rely more on other people for information
- **Learning - group work, test diverse ways**
- **Puts ideas into action**
- **Accommodate - adapt, adjust to change**

Solving Problems

Accommodating

Diverging

Choose goals

Check reality

Identify problems

Implement

Select problem

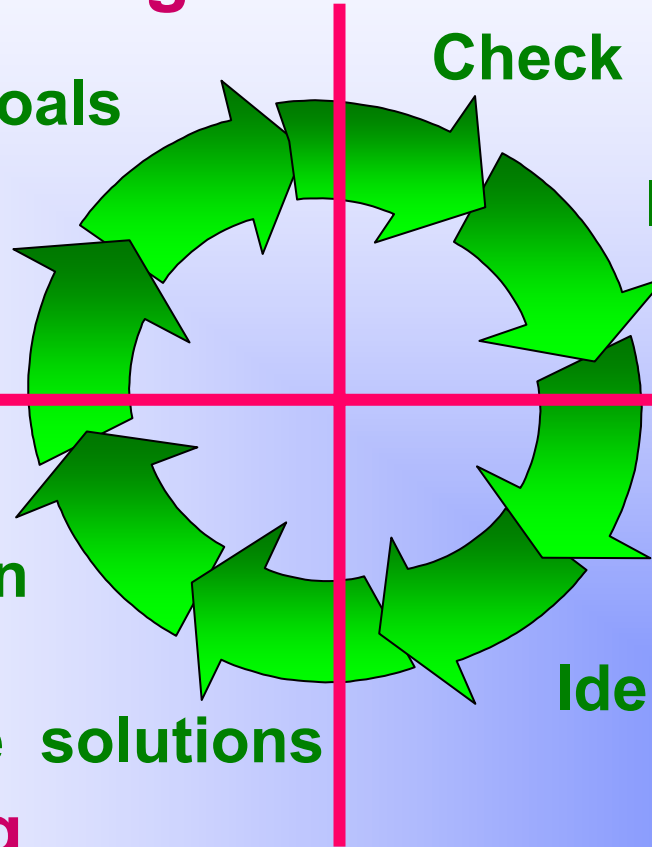
Pick solution

Identify solutions

Evaluate solutions

Converging

Assimilating



Styles And Career

- **Be aware of your style**
- **Observe the styles of others**
- **Use their strengths**
- **Play to their style**
- **Help others to respond to your style**

Styles And Career

- **Develop successful relationships**
 - Boss to subordinate
 - Subordinate to boss
 - Peer to peer
- **Advancement**
 - Learn to flex your style
 - Shift from solution to problem

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