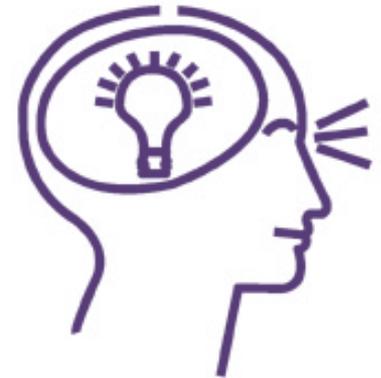
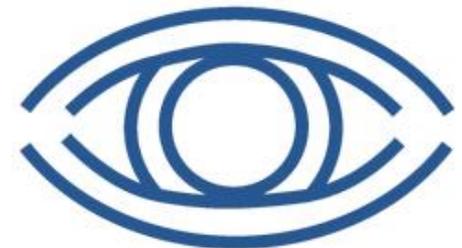


# Visión y Compromiso™



## Adult Learning Styles

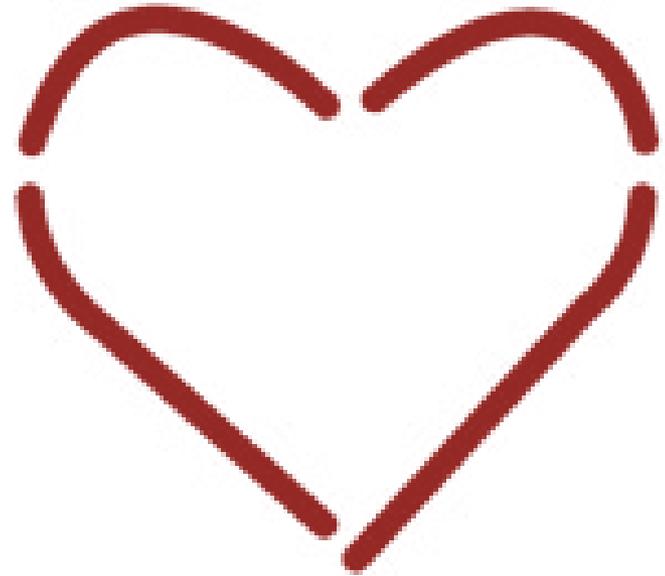


# Adult Learning Styles

- experimenter 
- observer 
- innovator 
- analyzer 

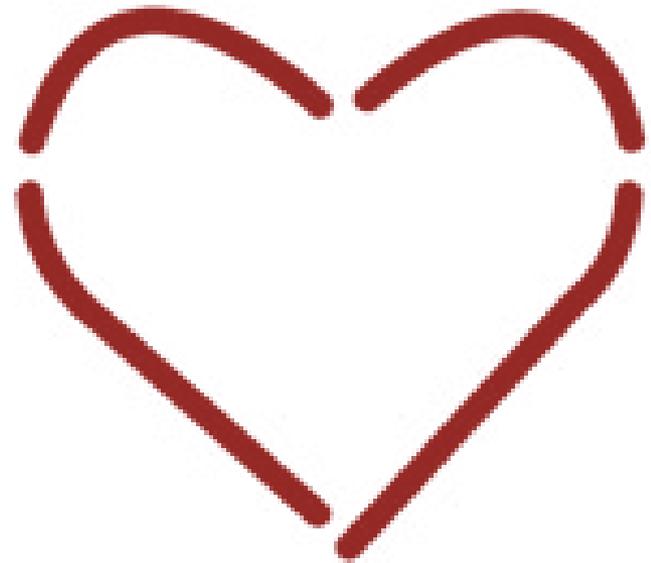
# Experimenter

- Is receptive
- Likes learning based on experience
- Shows empathy
- Forms opinions based on feelings
- Leans on colleagues or peers



# Experimenter

- Likes feedback and debate
- Directs with the heart
- Sees every situation as unique
- Dislikes theoretical approaches
- Asks “¿Why?”



## Experimenter's Learning Strengths

- To experiment
- Relating to people
- Being sensitive to people and feelings

Preferred role as trainer:  
guide and helper



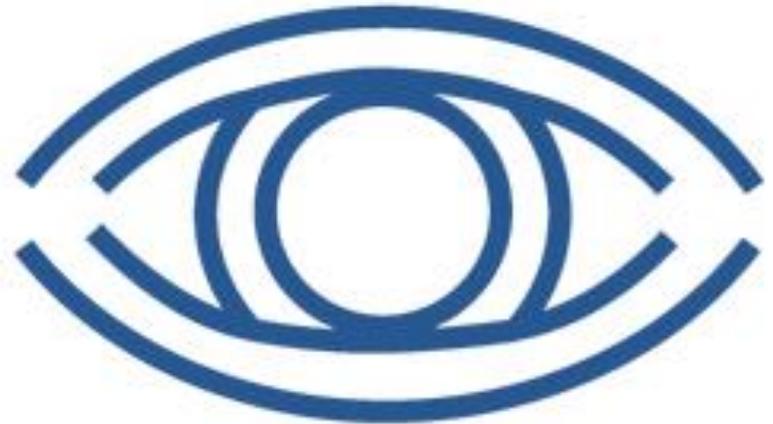
# Training Activities for the Experimenter

- Games
- Role play
- Brainstorming
- interview
- Debates
- Practice exercises



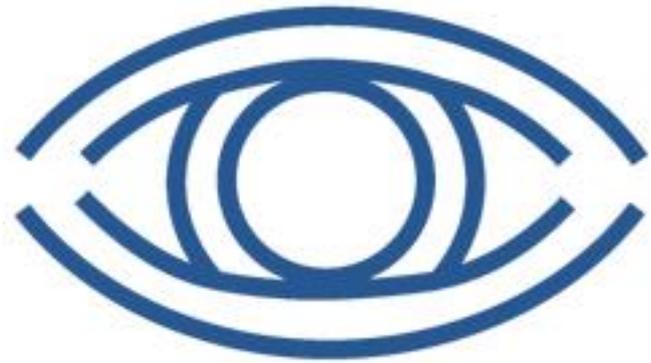
# Observer

- Reflects
- Is tentative
- Carefully observes what is happening
- Uses what works
- Goes to the point
- Uses strategies and timelines



# Observer

- Is introverted
- Prefers lectures and observation
- Uses strategic thinking processes
- Likes practical applications
- Asks “¿How does it work?”

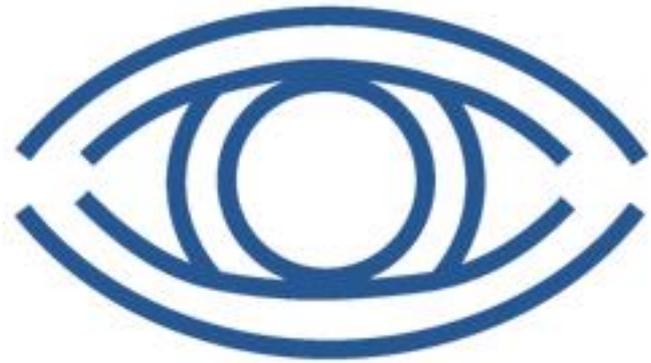


# Observer's Learning Strengths

Learning Strengths:

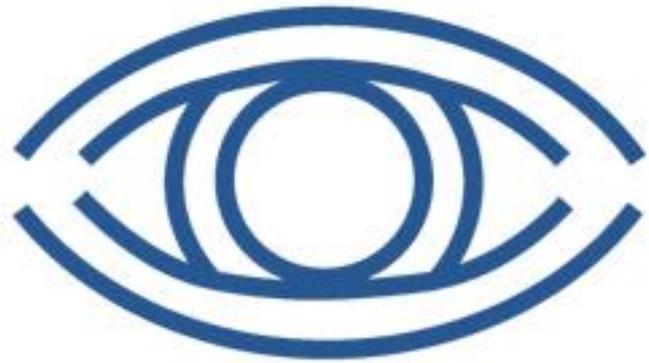
- Observes before judging
- Looks at issues from different perspectives
- Seeks meaning

Preferred role as trainer: guide  
or supervisor that assigns  
tasks



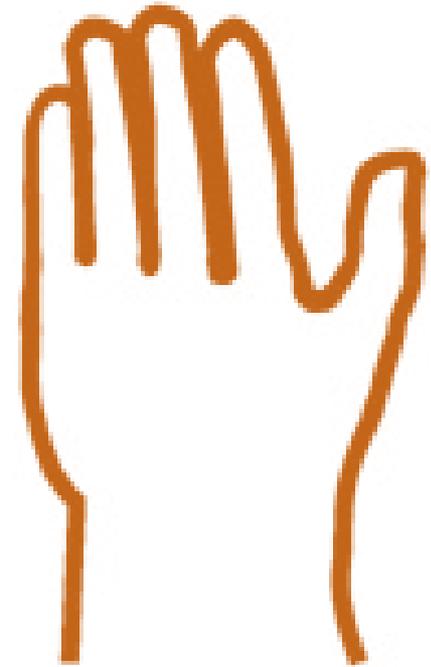
# Training Activities for the observer

- Presentations
- Demonstrations
- Videos
- Visuals
- Models
- Lectures
- Instruments



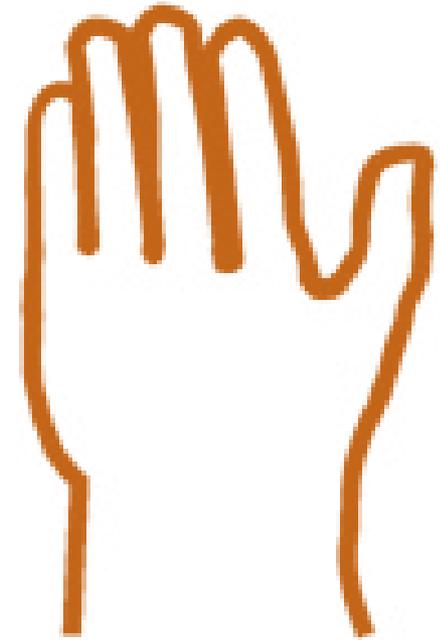
# Innovator

- Likes to be doing something
- Enjoys self-discovery
- Is open to any type of possibility
- Is flexible
- Takes risks



# Innovator

- Likes to experience new things
- Is extroverted
- Dislikes passive learning
- Asks “¿What if...?”



# Innovator's Learning Strengths

## Learning Strengths:

- Show capability for doing things
- Taking risks
- Acting in order to influence people and events



Preferred Role as trainer:  
modeling

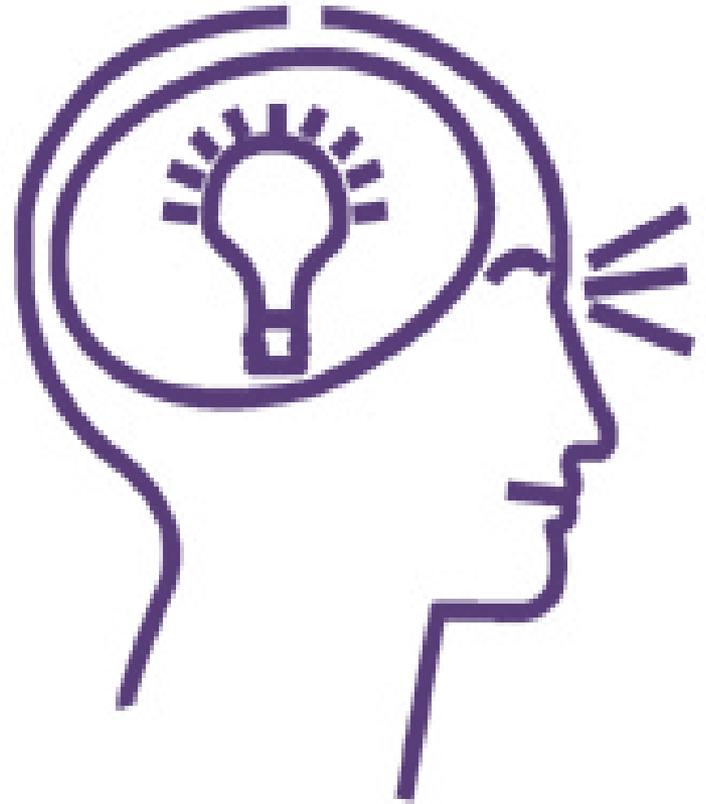
# Training Activities for Innovator

- Projects
- Role playing
- Experiential practical exercises
- Action plans



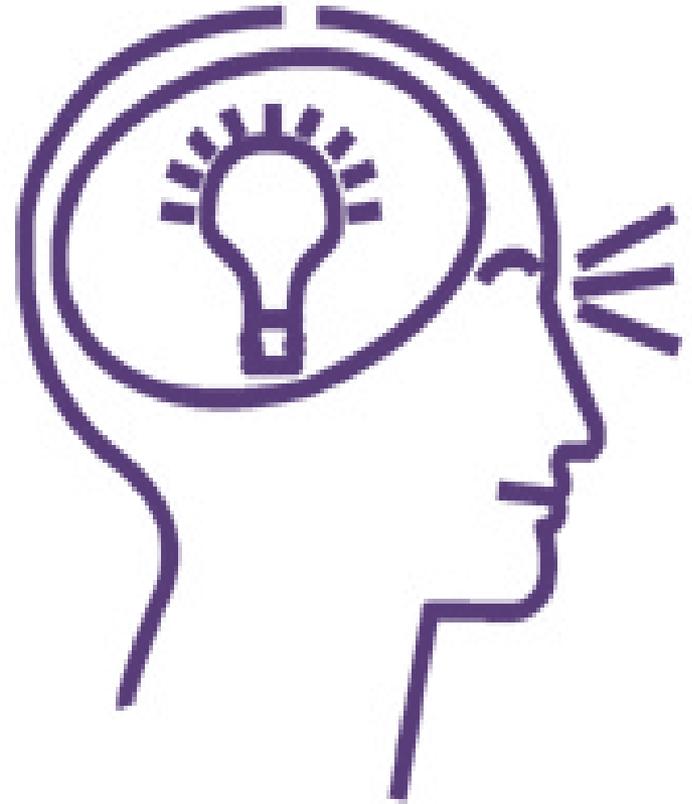
# Analyzer

- Is analytic
- Uses logic
- Thinks sequentially
- Pays attention to details
- Likes certainty



# Analyzer

- Leans toward symbols and ideas
- Is oriented toward authority
- Prefers impersonal learning
- Dislikes activities
- Asks “¿What?”

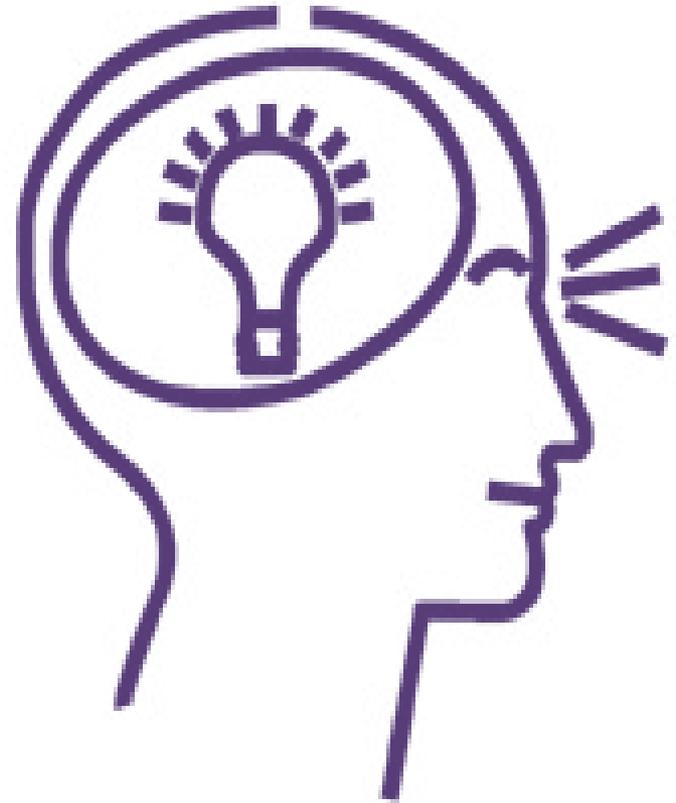


# Analyzer's Learning Strengths

Learning Strengths:

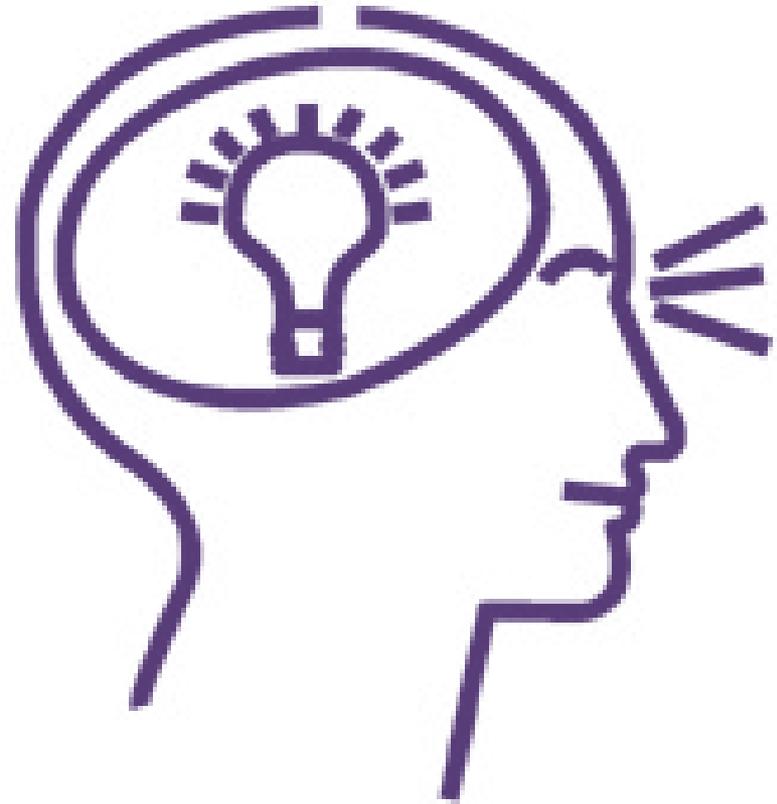
- Logical analysis of ideas
- Systematic planning
- Deductive thinking

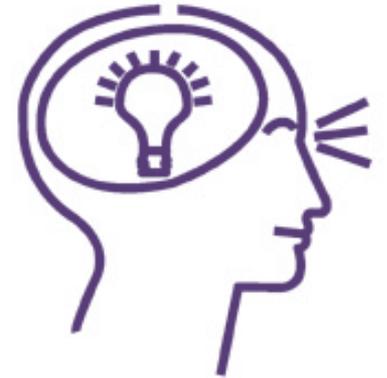
Preferred role as trainer:  
communicator of  
information



# Analyzer's Training Activities

- Presentations
- Case studies
- Lectures
- Diaries
- Visualization
- Programmed Instruction
- Symbolic art





# Adult Learning Styles

