

## **Learning Styles** (September 2011)

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As one begins to mentor, it quickly becomes apparent that people learn differently. One of the reasons we learn differently is due to our learning style. There are three different learning styles: auditory, visual, and kinesthetic. So not only do *you* have a learning style, but also the person you are mentoring has a learning style. And these learning styles may be different. It is our goal as mentors to help our mentees, and it would be beneficial to know our mentee's learning style, to communicate in the mentee's language.

Here is some brief information about the three learning styles. Auditory learners need to listen. Visual learners need to see. Kinesthetic learners need to experience. Auditory learners use words like hear, listen, and sound ("I *hear* what you are saying"). Visual learners use words like see, look, and image ("It *looks* good to me"). Kinesthetic learners use words like feel, touch, and move ("It *feels* like a good thing"). Auditory learners sit where they can hear. Visual learners sit where they can see. Kinesthetic learners sit where they can move.

Obviously, this article is only an introduction to learning styles. It is now your job to study the topic further. And even more important than studying the topic, you need to apply that knowledge. So go learn the learning styles... and apply it!