

Four Learning Styles & Their Contributing Learning Modes

Accommodator style Learning

- ★ Ability to carry out plans, action-oriented, interested in results
- ★ Adapts to circumstances
- ★ Intuitive, trial-and-error style
- ★ Advocates positions or ideas
- ★ Sets objectives
- ★ Commits to schedules
- ★ Commits resources

Concrete Experience Abilities

- ★ Experience-based approach to learning
- ★ Feeling-based judgments
- ★ People-oriented
- ★ Simulation
- ★ Discussion groups
- ★ Comfortable with ambiguity

Diverger Style Abilities

- ★ Imaginative ability, good at generating ideas and brainstorming
- ★ Can view situations from many perspectives
- ★ Emotional, interested in people
- ★ Seeks background information
- ★ Senses opportunities
- ★ Investigates new patterns
- ★ Recognizes discrepancies and problems
- ★ Generates alternatives
- ★ Open to Experience

Active Experimentation Abilities

- ★ Active, doing approach to learning
- ★ Involvement with activities that test one's knowledge and ability
- ★ Lab education
- ★ Practical applications – Engineering, sciences, etc.

Four Learning Modes

Reflective Observation Abilities

- ★ Tentative, impartial, reflective approach to learning
- ★ Preference for role of observer rather than participant
- ★ Lecture
- ★ Passive

Converger Style Abilities

- ★ Good at practical applications of ideas
- ★ Does well in situations where there is one answer to problems; e.g., conventional IQ tests
- ★ Selects among alternatives
- ★ Focuses efforts
- ★ Evaluates plans and programs
- ★ Tests hypotheses

Abstract Conceptualization Abilities

- ★ Analytical approach to learning
- ★ Logical and rational
- ★ Oriented toward things and symbols
- ★ Respects authority and structure

Assimilator Style Abilities

- ★ Ability to create theoretical models
- ★ Inductive reasoning
- ★ Compares alternatives
- ★ Established criteria
- ★ Formulates plans and hypotheses
- ★ Defines problem