

HONEY AND MUMFORD LEARNING STYLES

Learning Style	Attributes	Activities
Activist	Activists are those people who learn by doing. Activists need to get their hands dirty, to dive in with both feet first. Have an open-minded and flexible approach to learning, involving themselves fully and without bias in new experiences.	<ul style="list-style-type: none"> • brainstorming • problem solving • group discussion • puzzles • competitions • role-play
Pragmatist	These people need to be able to see how to put the learning into practice in the real world. Abstract concepts and games are of limited use unless they can see a way to put the ideas into action in their lives. Experimenters, trying out new ideas, theories and techniques to see if they work. Down to earth, respond to problems and opportunities as a challenge. Their philosophy is there is always a "better way and if it works, it's good"	<ul style="list-style-type: none"> • time to think about how to apply learning in reality • case studies • problem solving • discussion
Reflector	These people learn by observing and thinking about what happened. They may avoid leaping in and prefer to watch from the sidelines. Prefers to stand back and view experiences from several different perspectives, collecting data and taking the time to work towards an appropriate conclusion. When reflectors act, it is part of a wide picture that includes the past as well as the present.	<ul style="list-style-type: none"> • paired discussions • self -analysis questionnaires • personality questionnaires • time out • observing activities • feedback from others • coaching

(Taken from University of Leicester's Graduate School Web Page, Compiled by Rach Maggs)

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<p>Theorist</p>	<p>These learners like to understand the theory behind the actions. They need models, concepts and facts to engage in the learning process. Prefer to analyse and synthesise, drawing new information into a systematic and logical 'theory' i.e. problem solving in a vertical, step by step way. They will always ask "does it make sense? How does it fit with that and what are the basic assumptions?"</p>	<ul style="list-style-type: none"> • models • statistics • stories • quotes • background information • applying theories
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Understanding your learning style will put you in a position to far better understand three really useful things (quoting P. Honey)

1. "Become smarter at getting a better fit between learning opportunities and the way you learn best. This makes your learning easier, more effective and more enjoyable. It saves you tackling your learning on a hit-and-miss basis. Equipped with information about your learning preferences, you'll have many more hits and fewer misses."
2. "Expand the 'band width' of experiences from which you derive benefit. Becoming an all-round learner, increases your versatility and helps you learn from a wide variety of different experiences - some formal, some informal, some planned and some spontaneous."
3. "Improve your learning skills and processes. Increased awareness of how you learn, opens up the whole process to self-scrutiny and improvement. Learning to learn is your most important capability since it provides the gateway to everything else you want to develop."

Note: However, to be an effective learner you should also develop the ability to learn in other styles too.

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