

We all have preferences when learning – some prefer to be ‘taught’, others to reflect, whilst for others action-oriented learning wins! 70:20:10 caters for every style preferences.

If you haven’t established your own preferred style – the CSL website has information available and access to a Learning Styles Questionnaire to enable you to discover yours.

Once you know your style, you may find this leaflet helpful in deciding which approach and techniques might be right for you.

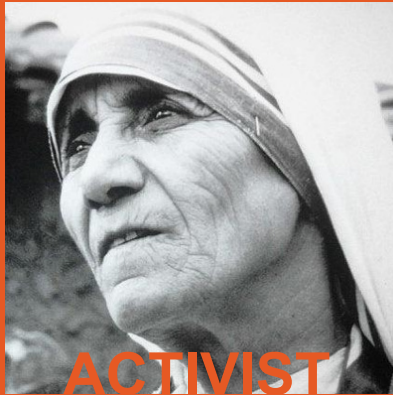


Civil Service

LIVE 2015

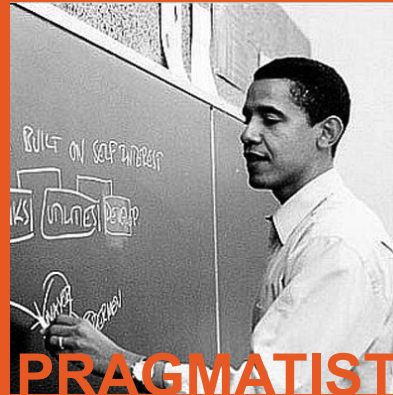
70:20:10

matching learning styles and approaches



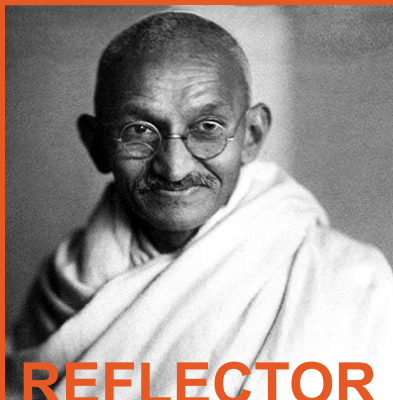
ACTIVIST

Fully involved in new and challenging practical activities



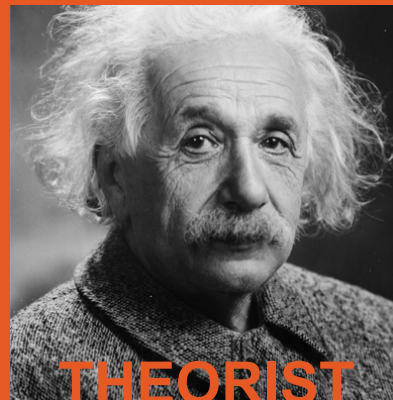
PRAGMATIST

Sees a direct link between the training and the job, and puts plans into practice



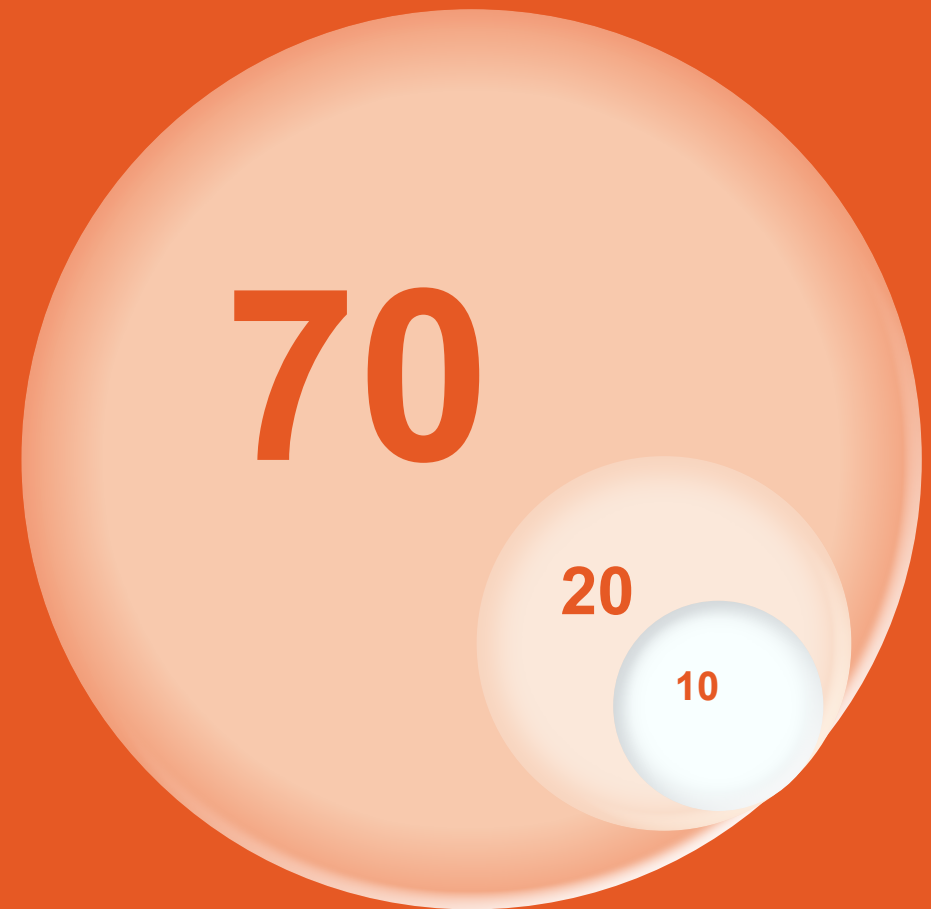
REFLECTOR

Thinks things through, prepares for activities and formulates opinions without pressure of deadlines



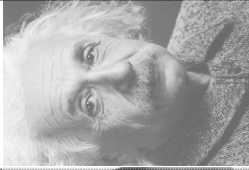
THEORIST

Questions and explores the logic behind assumptions, allows time to assimilate ideas





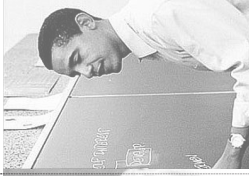
ACTIVIST



THEORIST



REFLECTOR



PRAGMATIST

Core styles and suggested matching approaches

Learning Style	Formal classroom courses	"Giving back" activities	Networking	Action learning / Lessons learned	Live initiative reviews / team learning	Lessons learned sessions	Self-directed formal study	Coaching / mentoring	Feedback / peer support	Informal lunch and learn events	Mobile learning – instant access tools / techniques	Seminars and workshops to share experiences	Shadowing live working	"Live" situation workshops	Developmental assignments	On-line learning	Practical 'reflect & learn' workshops	Speak at / attend conferences	Stretching developmental assignments	Current work to extend professional development	Volunteering activities
ACTIVIST	✓	✓	✓	✓	✓	✓		✓			✓			✓				✓	✓	✓	✓
THEORIST	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓				✓		✓			✓
REFLECTOR	✓	✓	✓	✓			✓	✓	✓	✓		✓	✓				✓	✓	✓		✓
PRAGMATIST	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓		✓		✓	✓	✓