

# CHARACTERISTICS OF THE FOUR LEARNING MODES

## ON THE “TAKING IN” DIMENSION (VERTICAL CONTINUUM):

### **Experiencing**

- Direct and concrete
- Personal or subjective rather than objective or removed
- Attention to people and affect (emotions)
- Emphasis on feeling more than thinking
- Artistic rather than analytic
- Attention to “intuition” in problem solving
- Unstructured situations
- Open-minded approach to life

### **Thinking**

- Emphasis on thinking more than feeling
- Looks to objective research to gather relevant information
- Ideas, concepts and models preferred to people and emotions
- Problem solving with an “objective/scientific” rather than a “subjective/intuitive” approach
- Logic and quantitative analysis
- Values precision, rigor and discipline when analyzing ideas
- Systematic planning
- Looks for a cohesive framework to hold ideas and plans

## ON THE “PROCESSING” DIMENSION (HORIZONTAL CONTINUUM):

### **Reflecting**

- Focuses on understanding the meaning of ideas and situations by carefully observing
- Looking at things from different perspectives and appreciating different points of view
- More mental/inner reflection than external behavior and action
- Seeing the implications of ideas and situations
- Intuiting the meaning of things
- Understanding as opposed to practical application
- Concern with what is true as opposed to what will work
- Reliance on own thoughts and feelings to form opinions
- Develops patience, impartiality, and thoughtful judgment

### **Applying**

- Actively influencing people and changing situations
- Doing rather than observing
- Getting things accomplished and seeing results
- Practical application as opposed to reflective understanding
- More concerned with what works than with what is true
- Taking risks in order to achieve goals
- Values influencing the environment
- Helps refine skills