

The implications for training a development associated with Honey and Mumford's learning styles are set out below:

Implications for training associated with Honey and Mumford's Learning Styles

	Implications They prefer:
Pragmatists	<ul style="list-style-type: none">• To see a clear link to their work• Seeing the advantages of a skill or technique• To try out skills with feedback• To be shown models they can emulate
Activists	<ul style="list-style-type: none">• New experiences and problems• Interacting with others• Team tasks/exercises• Engaging in discussions• The challenge of a difficult task
Reflectors	<ul style="list-style-type: none">• Observing others• Having time to review what has happened and think through issues connected to the training material• Producing reports, essays etc• Having thinking time, without time pressure
Theorists	<ul style="list-style-type: none">• Complex problems which they can apply theories• Structured situations• Clarity of purpose• Interesting ideas, models or concepts• To question and critique ideas

SAMPLE