

Educator Strategies for Learner Flexibility

Learning flexibility, the ability to use all nine learning styles to meet different contexts, offers many benefits. Flexible learners are more able to tap the full power of the entire learning cycle, and are more effective, confident, and flexible in life. Learning flexibility helps learners to tap their potential and take charge of their life. Here are some strategies educators can use to help learners adopt all learning styles and their associated capabilities.

Learning Style	Skills	Suggested Educator Role	Sample Educational Strategies to Promote Style Flexibility
Initiating Interpersonal Influence and Initiative	Interpersonal skills: - Flexibly adapts to changing contexts - Inspires and motivates others - Recognizes new opportunities - Bounces back from failure	Coach	Provide opportunities for trial and error, experimenting, prototyping Make project presentation Encourage demonstrations of learning Use energizers and other movement activities
Experiencing Interpersonal	Relationship Skills: - Establishes trusting relationships with others - Is involved and engaged - Attends to sensations and perceptions - Is comfortable with emotional expression	Coach and Facilitator	Focus on creating hospitable learning space with conversation, ground rules, and check ins Include peer coaching activity Discuss, share, and use exercises that require learners to recognize their emotions, values, hopes, and motivations
Imagining Interpersonal and Informational	Diverging Skills: - Demonstrates self-awareness - Is comfortable with ambiguous situations - Generates new ideas - Demonstrates empathy for others	Facilitator	Use exercises that allow for creative expression, such as writing, drawing, collaging, sculpture to draw on feelings and reflect upon their meaning Include brainstorming sessions Introduce exercises to build self-awareness
Reflecting Informational	Sense-Making Skills: - Listens with an open mind - Gathers information from a variety of sources - Identifies underlying problems and issues - Views issues from many perspectives	Facilitator and Expert	Provide reflective questions for journaling and space for silence and sense-making Encourage question-asking as well as question-answering Watch video clips together and discuss what learners noticed

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Analyzing Analytical and theoretical	Analytical Skills: - Plans ahead to minimize mistakes - Integrates information to get the full picture - Uses critical thinking for objective understanding - Creates processes that support consistency	Expert	Use case studies, theories and models Ask questions that require learner to organize information into a coherent model Show spreadsheets and charts to include evidence and data
Thinking Quantitative	Quantitative Analysis Skills: - Uses quantitative tools to analyze problems - Frames arguments with logic - Communicates effectively - Makes independent judgments	Expert and Evaluator/ Standard Setter	Present curated content via flipped classroom or short lectures Invite expert guest speakers to participate in lectures or panel discussions Provide an exercise or problem that requires the learner to work alone to reach an independent conclusion
Deciding Goal setting and Technology	Converging Skills: - Finds practical solutions to problems - Sets performance goals - Makes decisions and solves problems - Takes a stand, even on controversial issues	Evaluator/ Standard Setter	Use rubrics for self-assessing proficiency, polls, quizzes, survey tools Ask learner to personalize learning outcomes and self-assess their progress and proficiency Choose activities that require problem solving and decision making
Acting Action	Behavioral Skills: - Meets time deadlines - Finds ways to make things happen - Commits to goals and objectives - Implements plans with limited resources	Evaluator/ Standard Setter and Coach	Include application projects and project-based learning Assign teamwork Set a clear behavioral challenge and provide time for learner to practice new skills and/or apply new knowledge in context

The Institute for Experiential Learning is the distributor of the Kolb Suite of research-based tools including the Kolb Experiential Learning Profile, the Kolb Team Learning Profile, and the Kolb Educator Role Profile. www.experientiallearninginstitute.org.