



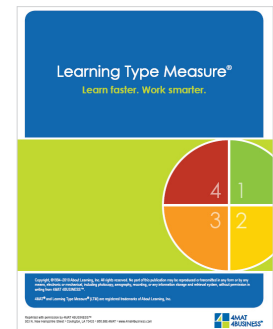
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learn

4MAT 4Business: Learning Type Measure®
[facilitator guide]

Overview

This module introduces the 4MAT model for understanding the four different learning styles. Participants will identify and learn about their style and others' styles.



what you will need:



- Learning Type Measure® for each participant (to order online visit www.4mat4business.com or call 866.888.4MAT)
- Pen or pencil, for each participant
- Flip chart or grease board and colored markers
- Calculators (optional-to speed up the adding process!)
- Copies of the Participant Handout for each learner (included on the last 2 pages of this guide)

Engage: The Learning Type Measure®



facilitator script



“What is learning? Learning refers to the way we take in information, how we filter information and what we do with the information, once we take it in. Each of us has our own unique way of learning-your learning style. We are about to explore your learning style and learn more about all styles.”

Hand out the LTM's. Make sure that each person has a pen or pencil.

Instructions for filling out the LTM can be found in the booklet. Be sure to review the directions, before facilitating the workshop. Here are a couple of additional pointers:

- Emphasize that in Part A, each learner must rank the choices with a 1, 2, 3 and 4. There must be a 1,2,3 and 4 on each line.
- Make sure that everyone is writing firmly enough for the carbon copy to appear on the next page.

Debrief

Ask your team members to read through the description of their style, found on page 6 of the Learning Type Measure. After they read through the description, ask them to reflect on the questions found on the participant handout:

questions to ask



- Think about one of your favorite people. What style do you think they might be?
- Think about your spouse, partner or best friend. What style do you think they might be?

Share: Learner Descriptions



Ask your team to get into type-alike groups. Assign one part of the room for the 1's to gather, one part for the 2's, one part for the 3's and one part for the 4's.

facilitator script



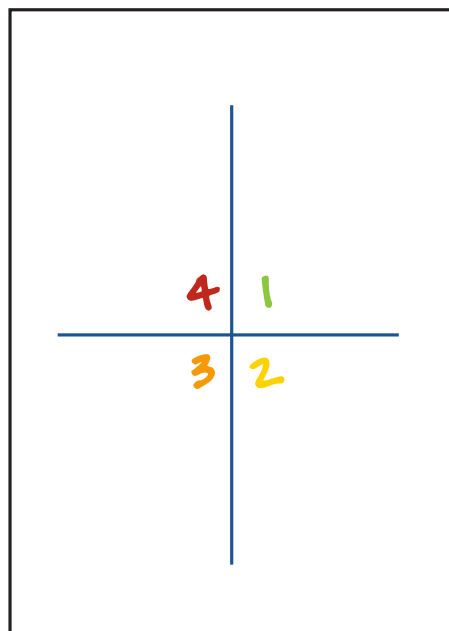
“Understanding your style helps you to recognize your own strengths and opportunities you have to stretch. What are some ways that you think understanding a team member’s style or a customer’s style might be beneficial?”

To explore all 4 learning styles, we are going to give each group a few minutes to share what they think we should know about their style. To do this, you will be teaming up, by style. When you get into your group, here is your assignment:

- Talk about what it means to be your learning style.
- Choose a slogan that represents your style's way of knowing. For example, what style would the Nike slogan, “Just do it!” represent?
- Prepare to perform a theme song that represents your style's unique way of learning.”

Facilitator notes

Prepare a flip chart with four quadrants on it. Take notes as each group shares their thoughts. As each group completes their presentation, ask them, “What is one thing that we can do to really honor how your style prefers to receive and share information?”



Practice: Painful Meetings



activity



Give each group a piece of flip chart paper. Label the four flip charts: Painful for 1s, Painful for 2s, Painful for 3s, Painful for 4s. Ask each group to write down what is “painful” for them in a learning or meeting situation.

Painful for 1s

Painful for 2s

Painful for 3s

Painful for 4s

You may want to share an example such as, “Some learners find it painful when there is no follow up on action items or to do’s. What type of learner do you think this might be?” (answer: Type 3).

Allow 10 minutes for this activity. Ask each group to get up and share what they have written on their flip chart.

Perform: Our Meetings



activity



Tape the four “Painful” flip charts on a wall. Ask your team to partner up in groups of 3 or 4. Ask each group to come up with 4 ideas on ways that your team can honor all four learner styles in your meetings and trainings.

Ask for volunteers to share some ideas. Designate someone to make notes on the flip chart, as each group shares ideas. Ask each learning style group to pick the idea that they think will have the greatest impact on your meetings.

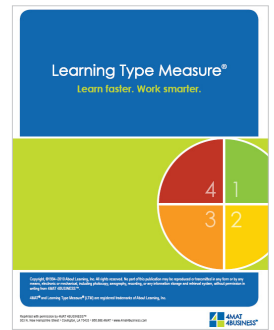
After all groups have shared, you may have 12 ideas on the flip chart. For example:

- The Type One learners might choose the idea, “to take time in every meeting to celebrate the personal accomplishments of team members.”
- The Type Two learners might choose an idea such as, “create an agenda that everyone sees before the meeting.”

Complete the session by celebrating the 4 new commitments. Begin your next meeting by reminding the group of the four commitments and demonstrating how you are applying the ideas. Once you integrate the original four ideas, you may choose to go back and add more ideas into your regular meeting and training structure.

4MAT: learn to speak 4 languages in one hour

[participant handout]

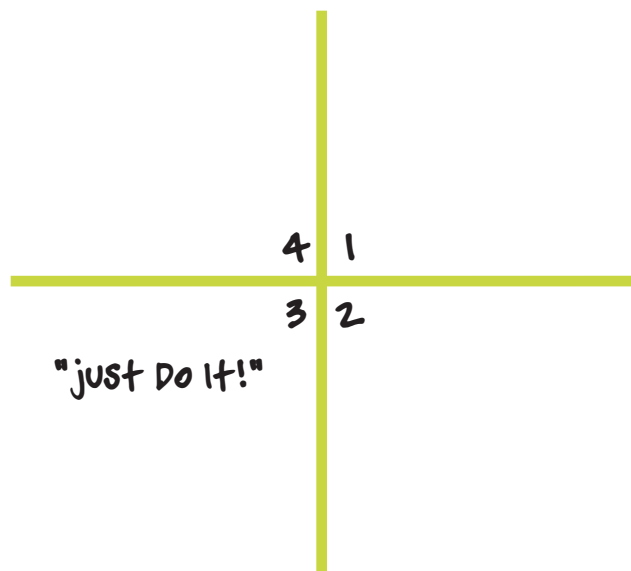


Think about one of your favorite people. What style do you think they might be?

Think about your spouse, partner or best friend. What style do you think they might be?

In your Style Group:

- Capture the essence of each of the 4 learning types with a slogan (Quadrant 3 is done for you).
- Create a non-verbal symbol or logo that embodies and visually portrays the essence of the best of your quadrant.
- Choose a theme song that represents your style's way of knowing.



Our 4 Commitments:

[participant handout]

commitment for 4s

commitment for 1s

commitment for 3s

commitment for 2s