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The Secret To Learning: 4 Questions that Must Be Answered

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MY LEARNING STYLE





Type 4: Dynamic Learners



- seeks hidden possibilities
- needs to know what can be done with things
- learns by trial-and-error, self-discovery
- enriches reality
- adaptable to change
- enjoys variety and excels in being flexible
- risk-takers
- often reaches conclusions without logic

Strength: action, carrying out plans

Goals: to make things happen

Favorite question: What if?

Type 1: Imaginative Learners



- seeks meaning
- needs to be personally involved
- learns by listening and sharing ideas
- absorbs reality
- interested in people and culture
- functions through social interaction
- idea people

Strength: innovating and imagination

Goals: self-involvement in important issues, bringing unity to diversity

Favorite question: Why?

Type 3: Common Sense Learners



- seeks usability
- needs to know how things work
- learns by testing theories using practical methods
- edits reality
- uses factual data to build concepts
- enjoys hands-on experiences and problem solving
- needs "real-life" correlation

Strength: practical application of ideas

Goals: bringing their view of the present into line with the future

Favorite question: How?

Type 2: Analytic Learners



- seeks and examines the facts
- needs to know what the experts think
- forms reality
- interested in ideas and concepts
- critiques information, collects data
- thorough and industrious
- enjoys the traditional classroom
- function by adapting to experts

Strength: creating concepts and models

Goals: self-satisfaction and intellectual recognition

Favorite question: What?





CREATING A 4MAT® DESIGN

If?

- self-assessment
- action planning
- refining
- measuring

Why?

- stories
- personal relevance
- dialogue
- meaningful issues

How?

- hands-on
- practice
- how-to
- step-by-step

What?

- organized delivery
- expert knowledge
- data
- facts

OUTCOMES: QUESTION INVENTORY

4 performance

The learner must be able to adjust, refine and adapt in different situations to successfully apply, **perform** and continuously improve on the application of the information:

- After this training is complete, what new behaviors will you see executed consistently?
- How will you measure the business impact of this training?
- What might affect the impact of this training on desired results?
- How might this training need to be adapted for...?

The learner must acquire the necessary techniques and **skills** to demonstrate the desired behaviors in the real-world environment:

- What actions have you already taken to address this gap?
- What other factors influence performance i.e. incentives, manager expectations and recognition?
- How are these behaviors coached by front line managers?
- What is the most critical skill that must be consistently executed?

3 skill

value

The learner must have or develop an appreciation for the **value** of the content being shared:

- What do you notice about this performance issue?
- What do you see as the source of the issue?
- Do you have performers who are achieving desired results?
- How do high performers think differently?
- How do high performers approach this differently?

The learner must have all necessary information and **knowledge** to prepare them to apply the information:

- What is the performance problem, in terms of observable behavior?
- What is the desired result (in quantifiable terms)?
- What do high performers understand that under-performers may not understand?
- Are there areas of potential confusion around this issue or topic?

knowledge



notes:

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