

# **Learning, Working, Thinking Styles: A Tool for Building Your HC Team**

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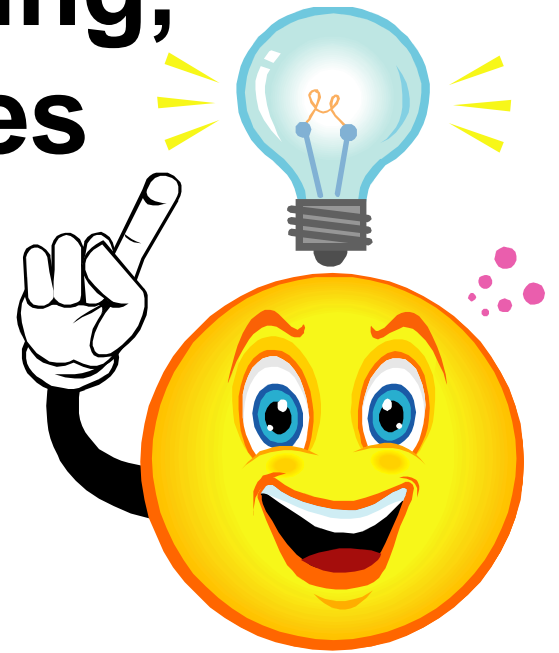
# A Successful Health Ministry Team

- **A team is**
  - a group of people coming together to collaborate
  - a group of people with a high degree of interdependence geared towards the achievement of a common goal or completion of a task
- **A team outperforms a group and outperforms all reasonable expectations given to its individual members**
- **A team has a synergistic effect...one plus one equals a lot more than two**

# A Successful Health Ministry Team

- **Includes more than those with medical or health backgrounds.**
- **Includes people of all ages, cultures, backgrounds and spiritual gifts.**
- **Includes a diverse cross-section of the membership in order to develop participation in the ministry within the context of the congregation's mission and vision**

# Learning, Working, Thinking Styles



“I desire that there be as many different persons in the world as possible; I would have each one be very careful to find out and preserve his or her own way.”

Henry David Thoreau

# Learning, Thinking, Working Styles

~David Kolb~

**Helpful to:**

- **Understand Self**  
Natural instinctive strengths  
*In your groove*
- **Understand Others**  
Why others do what they do  
*Reduces blaming*
- **Create the best group result**  
Serves everyone's needs  
*Involves all in effort*



**Works for family, work, friends, church, community...**

# Learning, Thinking, Working Styles

~David Kolb~

**Not intended to:**

- Put people in boxes
- Suggest people don't stretch
- Suggest one "style" is better than another



**You don't get harmony when everyone  
sings the same note!**



# **Step One: Complete Learning Styles Inventory**

- **Compare each row of 4 words and score them using the 4-point scale with: 4 being the word that MOST describes you and 1 being the word that LEAST describes you.**
- **Feel free to look at the definitions list – some of the words used can have multiple meanings.**

# **Step One: Complete Learning Styles Inventory**

- **Don't respond based on any specific "hat" you might wear (parent, clergy, etc.). Instead, answer these questions thinking about situations in which you feel most satisfied or most fulfilled or where things seemed to come most easily to you.**
- **Do not calculate any totals yet because we have one more step to do after everyone is finished ranking the words.**



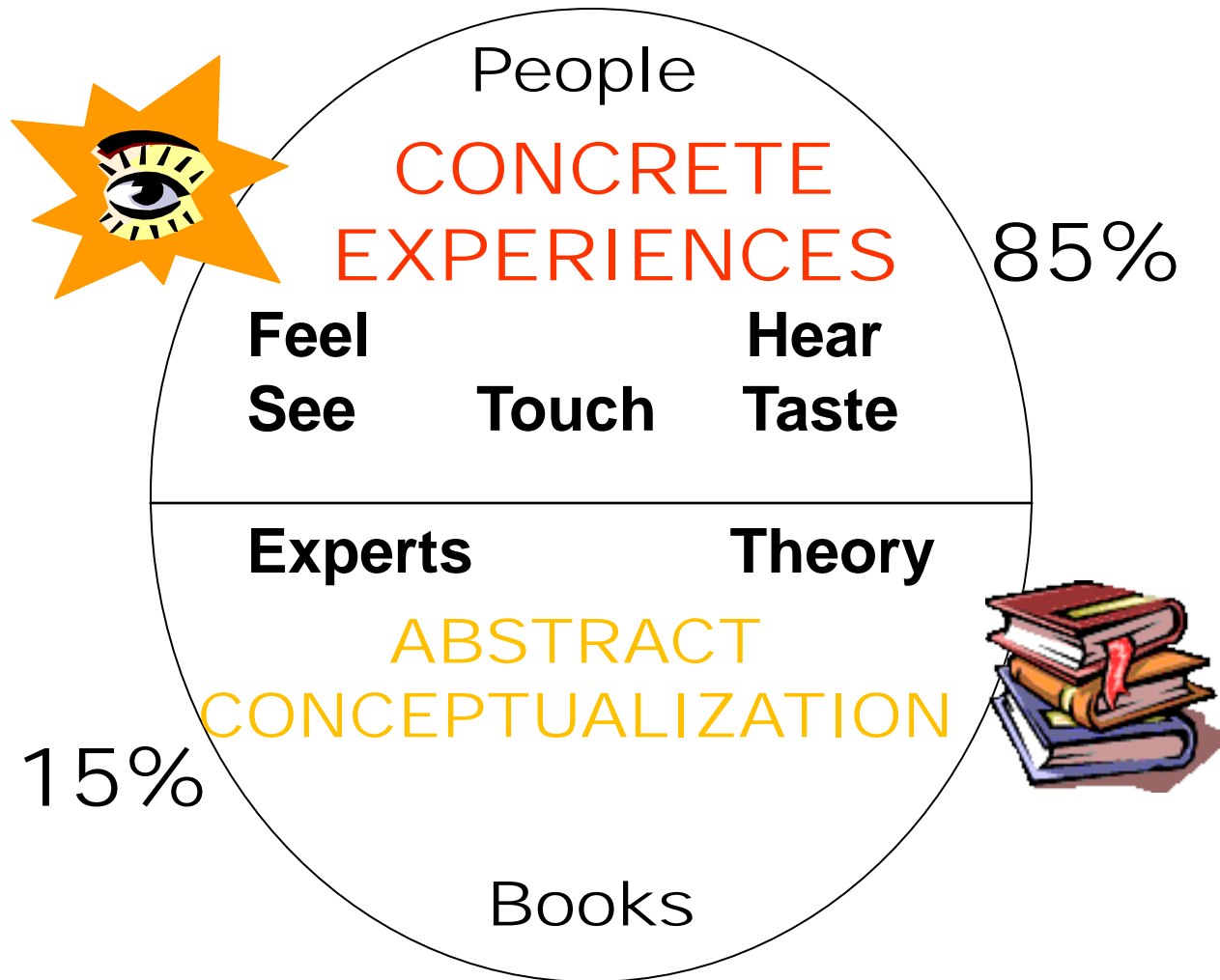
# Step Two: Add up columns

- Record the numbers you assigned to the words in each column using only those words listed on your sheet under STEP 2.
- You will not use 3 words in each column when you are totaling your values.

# Step Three: Plot Scores on Diagram

- Plot your first column CE score on the north axis
- Plot your second column RO score on the east axis
- Plot your third column AC score on the south axis
- Plot your fourth column AE score on the west axis
- Connect your dots with straight lines

# How we take in Information



# How we use information



Active  
Experimenters

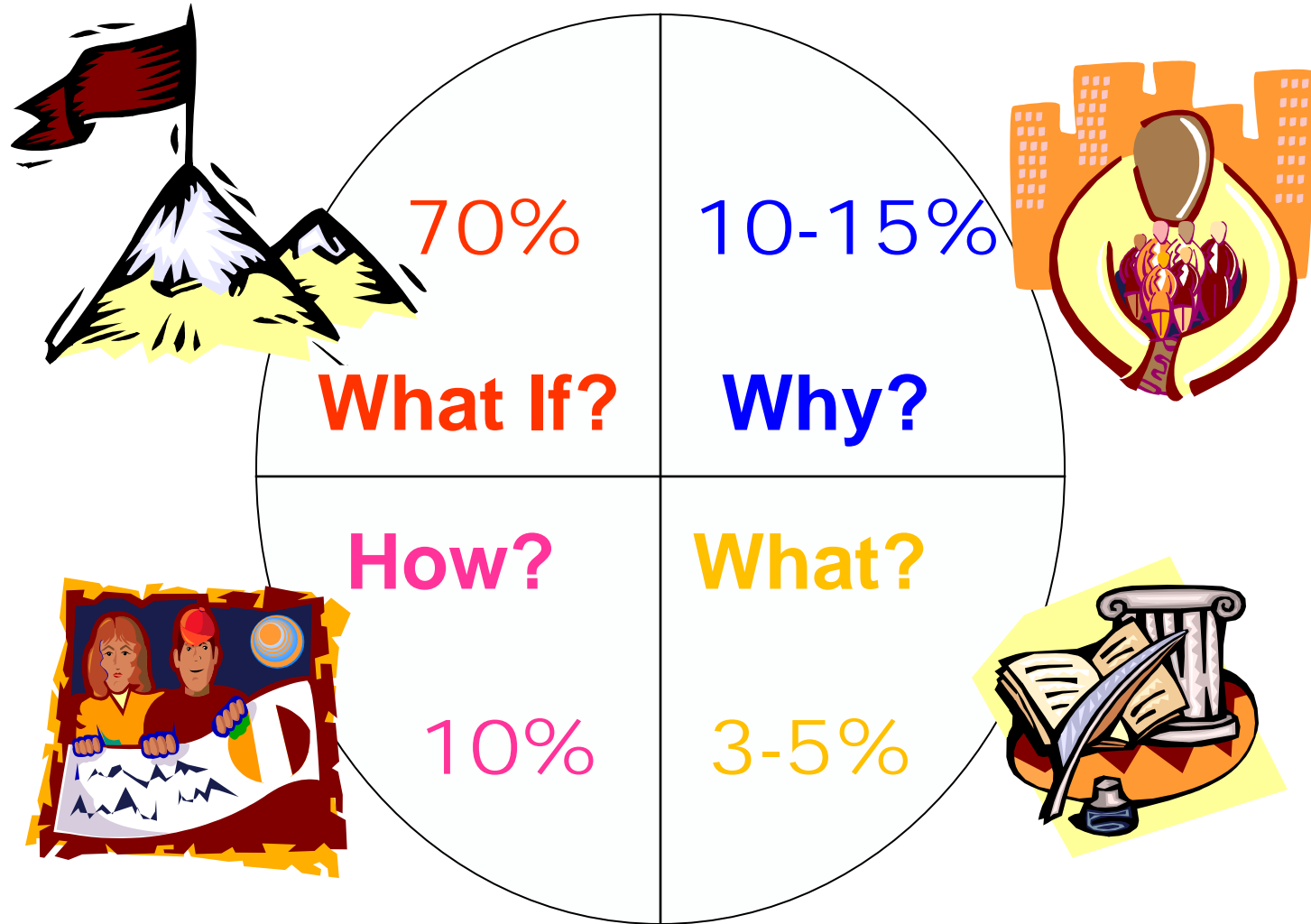
Reflective  
Observers

15-20%

80-85%



# The whole picture



# So What?

- **Think about personal learning styles as you choose your team members**
- **Integrate something for everyone in your leadership style**
  - **Remember to answer the “why” questions**
  - **Remember to allow time for thoughtful discussion and processing of ideas**
  - **Remember to agree on clear outcomes, roles and responsibilities and timelines to meet everyone’s individual needs and those of the team**

# Marcia Conner's – Learning Styles

- Keep these in mind when planning educational and/or skill-development programs
- Learning Styles
  - Auditory
  - Visual
  - Tactile

# Marcia Conner's – Learning Styles

- Take assessment
- Add up columns to identify your primary and secondary learning styles
- Think about how you would plan an educational/skill development event that would address all learning styles.

**Learning Strategies**

