



# Components of Adult Learning

## 3 Different Learning Styles

CDC Effective Training

Complete the assessment to determine your preferred learning method. Check the statements that are true most often.

	True?
1. When I am learning new information I prefer to hear an explanation rather than view a diagram.	___
2. I learn to spell a new word by repeating the word aloud.	___
3. I'd rather listen to a good lecture or speech than read about the same material in a textbook or manual.	___
4. I remember a news item better if I hear it on the radio than if I read about it in the newspaper.	___
5. I follow verbal directions better than written ones.	___
6. I generally prefer websites that have audio capability which allows me to hear information.	___
7. When I forget someone or something, I usually forget faces but remember names.	___
8. I prefer simulations, role plays, and other ways to practice when learning.	___
9. I enjoy working with my hands and making things.	___
10. I learn to spell a new word by writing it down.	___
11. I gesture with my hands when I talk.	___
12. When reviewing material I like to underline or highlight key points.	___
13. I generally prefer websites that have items I can click or try.	___
14. When I forget someone or something, I usually to try to remember where, when or what I was doing at the time.	___
15. When I am learning new information I prefer to view a diagram rather than hear an explanation.	___
16. I can usually understand and follow directions on maps.	___
17. I learn to spell a new word by imagining how it looks.	___
18. I remember a news items better if I read it in the newspaper than if I hear it on the radio.	___
19. I obtain information on interesting topics by reading pertinent materials.	___
20. I generally prefer websites that have interesting designs and visual features.	___
21. When I forget someone or something, I usually forget names but remember faces.	___

If statements 1 -7 have the most check marks, you are an *auditory/hearing* learner.

If statements 8-14 have the most check marks, you are a *kinesthetic/hands-on* learner.

If statements 15-21 have the most check marks, you are a *visual* learner.

Which learning style are you?

Do you agree with the statements within your style?

How will having the awareness of different styles of learning assist you while communicating?





# Building Strong Teams through Effective Leadership

Shaping Team Dynamics

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## 4 Q's of Human Intelligence

<p><b>IQ</b></p>	<p><b>IQ (Intellectual Quotient) – Cognitive Ability &amp; Thinking Skills (Know How)</b> Look for signs of</p> <ul style="list-style-type: none"> <li>• Problem-solving ability: How well do they approach challenges or situations?</li> <li>• Learning agility: Do they pick up new concepts quickly and apply them effectively?</li> <li>• Strategic thinking: Can they connect dots across systems and anticipate outcomes?</li> <li>• Attention to detail: Are there errors in their work?</li> <li>• Curiosity and inquiry: Do they ask questions that deepen understanding?</li> </ul>
<p><b>EQ</b></p>	<p><b>EQ (Emotional Quotient) – Self-awareness &amp; Relational-awareness (Emotional GPS)</b> Observe</p> <ul style="list-style-type: none"> <li>• Compassionate Care: Do they notice others' emotional states and plan to interact with care?</li> <li>• Self-regulation: How do they manage stress, frustration, or excitement in high-stakes moments?</li> <li>• Constructive communication: Are they clear, respectful, and emotionally attuned?</li> <li>• Conflict navigation: Can they resolve tension with grace and fairness?</li> <li>• Feedback receptivity: Do they welcome input and show growth over time?</li> </ul>
<p><b>SQ</b></p>	<p><b>SQ (Social Quotient) – Interpersonal Intelligence &amp; Relational Agility (Social Radar)</b> Collaborative mindset</p> <ul style="list-style-type: none"> <li>• Do they actively seek input, share credit, and build synergy across roles and disciplines?</li> <li>• Communication fluency: Can they adapt tone, language, and delivery based on audience and context – especially in high-stakes or cross-functional settings?</li> <li>• Situational awareness: Are they attuned to group dynamics, team building, and unspoken norms?</li> <li>• Relationship-building: Do they invest in trust, rapport, and mutual respect – not just task about completion?</li> <li>• Can they inspire action, resolve tension, or shift perspectives through connection?</li> </ul>
<p><b>AQ</b></p>	<p><b>AQ (Adaptability Quotient) – Flexibility &amp; Response to Change (Adjust &amp; Adapt)</b> Watch for</p> <ul style="list-style-type: none"> <li>• Change readiness: How do they respond to shifting priorities or new directions?</li> <li>• Learning from setbacks: Do they reflect, recalibrate, and bounce forward?</li> <li>• Creative problem-solving: Can they pivot and innovate under pressure?</li> <li>• Collaboration under uncertainty: Do they stay engaged and supportive when the path isn't clear?</li> <li>• Growth mindset: Are they open to changing   shifting roles, skills, and perspectives?</li> </ul>



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## Solution-Focused Questions

Question	Reason for the question	IQ, EQ, SQ & AQ Prompts	Next Steps (Resources   Tools)
What is an obstacle within this for you?	Promotes clarity & reduces assumptions	IQ - Understanding EQ - Self-Aware SQ - Asking for help AQ - Agility	
What is one thing you've learned?	Encourages reflection and continuous improvement	IQ - Analysis EQ - Compassion SQ - Collaboration AQ - Flexibility	
How can we work through this as a team?	Aids in team building and communication	IQ - Structure EQ - Awareness SQ - Unity & Care AQ - Agility	
What is one thing we could do to improve this process?	Provides opportunity for planning	IQ - Review Results EQ - Encouragement SQ - Team Building AQ - Preparedness	
How can we celebrate this win with our team?	Creates unity & opportunity to celebrate wins	IQ - Strategy EQ - Joy & Gratitude SQ - Inclusion AQ - Willingness	