Using Learning Styles to Individualize Training

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Phoenix Staff Development Day

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UNT Willis Library
~Stacks Management~

- University of North Texas
- UNT Libraries
- Willis Library, main campus library
- Circulation, Stacks Management
- Shelver training prior to assessment
Training Session One

- Circulation Department and Library Tour
- Student Handbook, discussion & questions
- Student Assistant Expectation Sheet
- Follow-up email with online call number games
Training Session Two

- Call number training cards (Dewey & Library of Congress)
- Shelving in Current Periodicals
- Shelving in Bound Periodicals
- Shelving in general collection
- 1) Demonstrate, 2) verbally coach, 3) work with feedback, 4) work independently, 5) review
Training Session Three

- Team-training
- Side duties
- Special issues
- Questions from trainee
- Positive response
Follow Up

- Training Checklist
- Emails & casual conversation
- Evaluations
Learning Styles: Visual

- Learn by seeing, reading, studying charts and viewing body language
- Do: focus the student assistant handbook as the main training tool
- Don’t: over do it with the tour and lengthy discussion
Learning Styles: Auditory

- Learn by hearing, attending lectures, talking things over with peers or listening to recordings
- Do: allot time on the tour for discussion
- Don’t: rush through training with no time for questions and feedback
Learning Styles: Kinesthetic

- learn by doing and hands on exploration and may appear fidgety when forced into the mold of visual or auditory learning

- Do: use call number practice cards and dive right into daily tasks

- Don’t: bore them with unnecessary details and facts
Assessment

• “How do I know if my training methods are actually effective?”

• www.surveymonkey.com

• Eight range questions & two open ended questions

• Institutional Review Board (IRB) approval from UNT

• A very special thank you to our UNT Libraries assessment guru, Gayla Byerly, for her guidance in this area
Achievements and Challenges

- Overall positive with a few hang-ups
- Incorporate a Learning Styles Quiz before training
- Three sets of training notes for each learning style
Online Call Number Games

- Lewis-Clark State College Library SatchLCall Library of Congress Call Number System Tutorial: [http://www.lcsc.edu/library/satchlcall/](http://www.lcsc.edu/library/satchlcall/)
- Western Connecticut State University Library of Congress Call Number Quiz: [http://people.wcsu.edu/reitzj/lcquiz/lcquiz.html](http://people.wcsu.edu/reitzj/lcquiz/lcquiz.html)
~ Questions ~ Thank You ~

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