

Example of Learning by Sharing



Needs theories

by [Yuqing \(Cindy\) Lei](#) - Wednesday, 22 January 2014, 1:52 PM

After reading this chapter, I found Need theories are important to training and development. According to the Noe book, one's needs are deficiencies that he or she is experiencing at any point in time. Once people satisfied with their lower-level needs, they tend to desire for higher-level needs. As TD professionals, in order to motivate learning, trainers should know what trainees' needs are and design the training program to meet their needs. A best-fit training program could boost and motivate learners' enthusiasm to absorb knowledge. Also, with the clear understanding of learners' needs and efficient communications, trainers could build a friendly and trustful relationship with their trainees.

[Reply](#)



Re: Needs theories

by [La Keisha Smith](#) - Friday, 24 January 2014, 11:10 AM

I remember this theory from high school, I do believe that our actions are motivated in order to achieve certain needs. Motivation is what makes employees act in a certain way. Training is always needed and having a motivated trainer will definitely help the organization.

I feel that it is hard for some people to just motivate themselves, so how would a trainer be able to motivate someone that lacks motivation anyway?

[Show parent](#) | [Reply](#)



Re: Needs theories

by [Yuqing \(Cindy\) Lei](#) - Sunday, 26 January 2014, 2:09 PM

Hi La Keisha, thank you for your inspiration.

I too agree with you that motivations drive trainees to learn better. Sometimes employees just don't know why they have to take the training, and as trainers, we first should be facilitators that help they understand why they need that new skills to do their job. I think with an inner need can boost one to learn with passion. Also, I believe that training is the art of awakening the natural curiosity and enthusiasm of learners. In this case, I feel that if we can open trainees' mind, it could help to motivate them as well.

[Show parent](#) | [Reply](#)



Re: Needs theories

by [Orvin Carson](#) - Friday, 24 January 2014, 12:03 PM

That is a very good point you bring up Yuqing,

One of the most important questions that should be asked from a trainer is "what are you seeking from this training", or "how can this training benefit you". Finding that need from a student would help the instructor gain respect, find common ground with all parties involved and complete goals easily.

[Show parent](#) | [Reply](#)



Re: Needs theories

by [Yuqing \(Cindy\) Lei](#) - Sunday, 26 January 2014, 2:16 PM

Hi Orvin, thank you for your inspired reply.

I agree with you that inner needs drive trainees to learn better. It could be terrible if learners don't know why they have to take the training. As trainers, we first should understand trainees needs. However, if they have no demands, we should be facilitators to help they understand why they need that new skills to do their job.

[Show parent](#) | [Reply](#)



Re: Needs theories

by [Jessica Saenz](#) - Friday, 24 January 2014, 4:05 PM

The different perspectives of the need theory are quite intriguing. From Maslow& Alderfer to McClelland's perspective. My take-away from this section: As a trainer, you should give employees a choice of which training course to attend in order to increase their motivation. (p.147) Options are good. The learner has to be intrigued and motivated to learn. The trainer should help facilitate the trainee discover his or her needs.

[Show parent](#) | [Reply](#)



Re: Needs theories

by [La Keisha Smith](#) - Saturday, 25 January 2014, 2:26 PM

Yes, Jessica I agree with having options, as a trainer you have to appeal to everyone. I know that isn't likely but at least having a training course that appeals to a visual, auditory or kinesthetic learner would be great. According to chapter 4 the needs theory helps explain the value that a person places on certain outcomes.

[Show parent](#) | [Reply](#)



Re: Needs theories

by [Phuong Huynh](#) - Friday, 24 January 2014, 10:43 PM

Cindy,

Understand the learners' needs can definitely boost motivation. For my training, I know that my students look for things that can help them with their classes, so I will try to demonstrate how the training can be applied to their classes.



Kinesthetic

by [Yuqing \(Cindy\) Lei](#) - Wednesday, 22 January 2014, 1:52 PM

The survey result reveals that I am a kinesthetic learner. However, in reality, I get used to using visual and auditory strategies to remember things. I learn best if I can read the article out loud or take some notes. Sometimes I draw a graph or using memory association skills to help me quickly recite elusive theories and messy codes.

Before I read the detailing explanation of kinesthetic, I thought that it meant weaving your body while learning could be the best learning style to me. Then I read the explanation through, it seemed make sense to me. It is so true that when I having class I must write down something to help me concentrate, and when I learn a theory, I'd love to get the big picture at first. Most of my books are full of colorful high lights, doodles, and subscripts, but I seldom read them again (sometimes I even don't know what my doodling are trying to explain). It is not the words I wrote down help me remember. It is just the hand movements that help me integrate the tasks. The VAK survey is an eye-opener to me, and very interesting.

[Reply](#)



Re: Kinesthetic

by [La Keisha Smith](#) - Thursday, 23 January 2014, 9:27 AM

It's quite interesting to learn about these different learning styles, when I read on a kinesthetic learner it basically states how they move there bodies to learn. My nephew can not be still when my sister is going on school work with him he constantly wants to move around and use his hands so I can picture a kinesthetic learner.

[Show parent](#) | [Reply](#)



Re: Kinesthetic

by [Yuqing \(Cindy\) Lei](#) - Sunday, 26 January 2014, 2:32 PM

Hi La Keisha, thank you for your vivid example of kinesthetic learners.

Your nephew and I are the same. I still can recall that when I was in elementary school, I found that fidgeting helped me to concentrate, but one of my teachers thought I was not paying attention to the class. So I had to sit still when I was in her class, and my grade of that course never been very good.

[Show parent](#) | [Reply](#)



Re: Kinesthetic

by Michael Gromatzky - Saturday, 25 January 2014, 10:52 PM

Hi Cindy,

So you state the survey revealed that you are a kinesthetic learner but you feel that you learn through visual and auditory aids. Do you feel the survey was incorrect for you? My survey results confirmed that I am a visual and auditory learner which I agree with but I like the opportunity to have hands on experience with learning from time to time. I find it interesting that you find the physical movements of taking notes as a means to reinforce your learning.

[Show parent](#) | [Reply](#)



Re: Kinesthetic

by Yuqing (Cindy) Lei - Sunday, 26 January 2014, 2:46 PM

Hi Michael, thank you for your sharing.

I used to believe that I am a visual and auditory learner, because I have a very good memory, and I can remember things just by reading them for several times. But after this survey, I think that I could be a kinesthetic learner, and I found that physical movements help me concentrate and the description of kinesthetic learner just fits my profile. I think the VAK survey offers some valuable recommendations and insights to help people learn better, but no survey can be 100% accurate. For me, I treat this survey as an interesting reference, and I will try all the strategies it offers to find out which one suits me the best:)

[Show parent](#) | [Reply](#)



Re: Kinesthetic

by [Danielle Nilo](#) - Sunday, 26 January 2014, 5:19 PM

Cindy,

I am the same way. Although I am a visual learner and like to take notes, I think it also helps me stay engaged in class and concentrated. Sometimes when I find myself even in some pretty dull classes I just write as much of the lecture as I can down to keep myself busy!