How to Use e-Learning Activities to Connect with the Introvert Corporate Language Learner

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Structure

- Learner Types/Multiple Intelligences Survey
- Methods to facilitate the learning process
- Problems & e-Learning Solutions for Introvert Learners
- Discussion
- Take-Away Message

http://improveverywhere.com/2011/05/09/gotta-share-the-musical/
Different Learning Styles/
Learner Types
Connecting with Learners

- Flexibility
- Rapport
- Framing

Leading

- Attention Styles/Sensory Preferences
- Four Quadrants/Multiple Intelligences
- Connecting with the learner
- Research
- Surveys/Non-Verbal Signals
Quadrant Models – Learning Styles

- **Kolb (1984)/McCarthy (1996)** – Learning Style Inventory
- **Honey & Mumford (1982)** – Learning Style Questionnaire
- **Gregorc (1979)** – Style Delineator
Multiple Intelligences – Learner Types

- Daniel Goleman (1995) - EI
- Richard Arends/Ann Kilcher (2010) – Teaching for Student Learning (Methods, Models)
MI Survey

Please follow the instructions on your hand-out to find out which strengths you have.

Source: http://surfaquarium.com/MI/inventory.htm

(Walter McKenzie)
Results (IT students)

Class 2012 – 41 students, 25 (61%) intrapersonal strength
Class 2013 – 48 students, 30 (62.5 %) intrapersonal strength

() Multiple Intelligences

- Section 1 – Naturalist strength:
  - 3 (6.25 %)

- Section 2 – Musical strength:
  - 11 (22.92 %)

- Section 3 – Logical strength:
  - 15 (31.25 %)

- Section 4 – Existential strength:
  - 5 (10.42 %)

- Section 5 – Interpersonal strength:
  - 13 (27.08 %)

- Section 6 – Kinesthetic strength:
  - 14 (29.17 %)

- Section 7 – Verbal strength:
  - 7 (14.58 %)

- Section 8 – Intrapersonal strength:
  - 30 (62.50 %)

- Section 9 – Visual strength:
  - 9 (18.75 %)
What can you do to attract different learner types?

The Naturalist Learner Type
The Musical Learner Type
The Logical-Mathematical Learner Type
The Bodily-Kinesthetic Learner Type
The Verbal Learner Type
The Interpersonal Learner Type
The Visual-Spatial Learner Type
The Existential/Intrapersonal Learner Type
The Intrapersonal Learner Type
Introvert Learners
Introverts

http://www.thepowerofintroverts.com/

TedTalk:
http://www.ted.com/talks/susan_cain_the_power_of_introverts
The Introvert Learner

Introverts get their energy through their inner world of ideas and images, memories and visions.

Introverts need time to think!

Introverts can succeed at group settings but it is very stressful.

Introverts excel @ individual work.

Introverts are great leaders as they are great listeners.

Introverts are NOT necessarily shy!
Problems & e-Learning Solutions for Introvert Learners in Companies
Problems for the Introvert Learner

- Group work/pair work
- Loud classrooms
- Speaking up in class
- Giving presentations
- Other students
Solutions for the Introvert Learner

- e-learning
- Writing assignments
- Time to build trust
- Mini presentations
- Other students
Assignment Examples

- Online Study Journal
- Oral and written homework assignments with peer-correction
- Online text production
- Quizzes
- Glossary
Study Journal

Students write a weekly entry on what they learnt, what remained unclear, and what they did to improve their foreign language skills. Each entry is commented by the instructor.
Writing Assignment

Task: Using the summary guidelines from the lesson material briefly sum up the text: "Bats Inspire new Cane for the Blind". Keep in mind that a summary is a brief restatement of a text's main ideas (at least 60% shorter) in your own words. Use appropriate signal phrases and transitions.
Podcast Homework – Peer Correction

Students upload an audio file (interview) into a forum.

Task:
What typical dish would you recommend to your business partner. Explain a typical dish and how it is made.

Colleagues listen to the entry (an interview), comment on it, and rate it.
I interviewed my cousin Maria from Canada. 

Unfortunately, I discovered the bad quality of my microphone too late. Please give me feedback if it is too hard to understand. If yes, I will write down the dialogue.

Martina

Sum of ratings: 10 (2) Rate...  

Re: Homework EAS2

It was a pleasure listening to your interview. Your cousin really speaks some nice English with an awesome accent, I did write down some words she used cause I want to remember them. The quality isn't bad either, go listen to my submission if you want to know what bad quality is :P

Sum of ratings: 1 Rate...  

Re: Homework EAS2

I like the way how your friend Maria talks with her accent. Your voice was fluent, understandable and good too. You did an excellent job.

And don't worry about the quality, it is not as bad as you believe.

It is great, that Maria knows lots of Austrian foods.
Quizzes

Students develop their own Q&As to practice.
Glossary

In order to repeat the relevant vocabulary, students create a glossary where they identify and explain all terms from the material that deal with the current topic. Ideally they describe each term with an example sentence.
Assessment (Feedback for Instructor)

I learnt most in the area/s of:

- Reading: 15 (42.86 %)
- Speaking: 23 (65.71 %)
- Listening: 10 (28.57 %)
- Writing: 19 (54.29 %)
- Pronunciation: 6 (17.14 %)
- Vocabulary: 20 (57.14 %)
- Grammar: 28 (80.00 %)
- none of these areas: 0
Discussion & Take-Away
Your Experience

What have you tried?
What would you try?

Work with a partner (or on your own if you prefer) to find out how you would attract the introvert learner.
Take Away

Every instructor should try to think about ways to meet the needs of all learners and especially to appreciate introvert learners for who they are and help them to discover their strengths.

Instructors & decision makers in companies need to be aware of the fact that blended learning and/or online tuition require not only a lot more preparation time than face-to-face courses in group settings but also more motivated learners.

Instructors should think of ways to make the learning experience a fun experience.
Conclusion

Learning can (and should) be a fun experience for ALL learners!
Watch: The Piano Stairs
http://www.thefuntheory.com/
Thank you!

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