



LEVEL 3: UNIT RESOURCES

Engage > Continued Support > Guiding a member's learning

LEARNING STYLES – DIFFERENT WAYS WE LEARN

When we talk about Learning and Development in Freemasonry, we often focus on **what** to learn – ritual, history, Solomon articles, or Solomon Live interviews.

But it's also worth thinking about **how** we each learn. Not everyone learns the same way, and understanding your own style can make the journey much easier.

A helpful model, used in education and business, comes from Peter Honey and Alan Mumford. They describe four main learning styles:

1. Activist – Learn by doing

- Jump in and have a go.
- Learn best by trying something new, like delivering a lecture or joining a Lodge of Instruction.
- Don't enjoy just listening or reading without being involved.

2. Reflector – Learn by watching and thinking

- Prefer to observe, reflect, and then act.
- Learn by visiting Lodges and seeing ceremonies several times before trying themselves.
- Don't enjoy being rushed or asked to perform without preparation.

3. Theorist – Learn by understanding

- Want to know the reasons and logic behind things.
- Learn best with clear structure and by asking “why” and “how.”
- Struggle when asked to dive in without context or explanation.

4. Pragmatist – Learn by applying

- Like to test ideas in practice and see how they work.
- Learn best when there's a clear, practical purpose.
- Struggle when they can't see the point of the exercise.

What does this mean for us?

As Mentors, Directors of Ceremonies, and Preceptors, we shouldn't use a “one size fits all” approach.

Instead, offer different ways to learn so every Brother can benefit.

Example: Ritual

- A **Ritual Club** (like a book club) where Brethren visit a Lodge, watch a ceremony, and later meet to discuss it. This really helps Reflectors.
- Meanwhile, Activists might prefer jumping straight in at a rehearsal, Theorists might want an explanation of the symbolism, and Pragmatists might want to see how the words connect to real Masonic lessons.

Final Thoughts

The key message: **we all learn differently**. By recognising these styles, we can help each Brother find the method that works best for him, making Masonic learning more enjoyable and more effective.