

# Multiple Paths, One Destination.

A Learning Style Orientation for VIP Day Pre-Work

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## WHY OPTIONS MATTER

Every leader in this room arrived here through a different door. Different backgrounds, different roles, different experiences of what it means to learn something new and apply it under pressure.

This engagement was built on that belief from the beginning. The training honored it. The questionnaire was designed with it in mind. And the resources you have access to in preparation for the VIP Day reflect it too.

There is a video. There is a narrative guide. There is the questionnaire itself. And there is always the option to ask questions directly. These are not redundant, and instead they are intentional. Each format reaches a different way of knowing, and the information you bring to the VIP Day will be richer if you engage with the format that fits how you actually process information.

You are not being asked to use all three. You are being invited to recognize which one, or which combination, will serve you best. That is the only instruction.

## THE FOUR FOUNDATIONAL LEARNING STYLES

Learning style describes the way your brain naturally prefers to take in, process, and retain new information. Researchers across education and organizational development have identified four primary learning styles that most people recognize in themselves. Understanding yours is not about limitations and is instead about efficiency. When you know how you learn, you stop wasting energy fighting the formats that do not work for you and start leaning into the ones that do.

This matters beyond the VIP Day. As this team develops scripts, designs onboarding processes, builds communication protocols, and creates solutions for residents, knowing how your team members learn is essential to building things that actually stick. Solutions built for one learning style will leave people behind. Solutions designed with all four in mind will serve the full team.

**V**  
VISUAL

### Learning by Seeing

Visual learners process information most effectively when they can see it. This includes diagrams, charts, color coding, spatial layouts, demonstrations, and patterns. Visual learners tend to think in pictures and benefit from seeing the big picture before engaging with the details.

You might recognize yourself here if...

- You remember something better after seeing it written, diagrammed, or demonstrated

- You instinctively sketch or map things out when thinking through a problem
- You are drawn to charts, infographics, and visual summaries over written paragraphs
- You find yourself re-reading text in order to visualize what it is describing

**Why this matters for solution development:** When developing solutions, visual learners design best with flowcharts, dashboards, and process maps. The reporting dashboard, operational calendar, and workflow mapping work will likely be where this strength shows up most.

**A**  
AUDITORY

**Learning by Hearing**

Auditory learners process information most effectively through sound and verbal communication. This includes listening to explanations, talking through problems out loud, participating in discussions, and hearing information explained in conversation rather than reading it.

You might recognize yourself here if...

- You absorb more from a meeting than from reading the same information in a memo
- You find yourself explaining things out loud to yourself when working through something complex
- You prefer verbal instructions over written ones and often ask someone to walk you through it
- You remember conversations more clearly than documents

**Why this matters for solution development:** When developing solutions, auditory learners contribute most powerfully in discussions, feedback sessions, and team meetings. The questions asked aloud, the connections named in conversation, and the verbal advocacy for the team's needs are where this strength shows up most.

**R**  
READING  
/  
WRITING

**Learning by Reading and Writing**

Reading and writing learners process information most effectively through text. This includes reading detailed explanations, writing notes, creating lists, drafting summaries, and reviewing written documentation. They tend to process deeply and retain more when they have engaged with information in written form.

You might recognize yourself here if...

- You take notes even when you do not need to as the act of writing helps you process
- You prefer a written agenda, written follow-up, and written documentation over verbal summaries
- You retain information better after reading it than after hearing it
- You draft things in writing before saying them out loud, even in casual conversations

**Why this matters for solution development:** When developing solutions, reading and writing learners produce the documentation, SOPs, onboarding guides, and written frameworks that make solutions durable. The things this organization is still using years after the engagement ends will very likely have been shaped by someone with this learning style.

**K**  
KINESTHETIC

**Learning by Doing**

Kinesthetic learners process information most effectively through direct experience, physical engagement, and real-world application. This includes hands-on practice, role-play, trial and error, and learning in the context of actual situations rather than theoretical ones.

You might recognize yourself here if...

- You understand something much better after you have tried it than after hearing or reading about it
- You learn from mistakes more than from instructions
- You process information through movement, e.g. walking while thinking, gesturing while talking
- You prefer to jump in and figure it out rather than wait until you fully understand before starting

**Why this matters for solution development:** When developing solutions, kinesthetic learners identify what does not work in practice even when it looked perfect on paper. They are essential for piloting, testing, and refining. Real-world experience of the team's daily reality is the most important data in the room -- and it lives in people with this learning style.

### Most people are a blend.

Research consistently shows that very few people are exclusively one learning style. The four above are starting points, not categories to be confined by. The goal is not to label yourself but to become more aware of how you naturally engage with new information so you can lean into that awareness when you are preparing, and honor it in others when you are building solutions together.

## HOW LEARNING STYLES CONNECT TO THE HEALTHY FRAMEWORK

The HEALTHY framework is not just a leadership model. It is a description of how people engage with work, with each other, and with change. When we map learning styles to the HEALTHY keys, something important becomes visible: the way you learn best is also the way you are most likely to contribute, to lead, and to develop solutions that last.

The four orientations below connect the foundational learning styles to the HEALTHY keys most relevant to each one. Your dominant style from the section above will likely point you toward one of these orientations, and toward the resource that will serve you best.

**T+A**

### You learn by seeing and hearing it.

**HEALTHY Connection:** THRIVE with Efficiency | ADVANCE the Culture

You might recognize yourself here if...

- You tend to watch a demonstration before trying something yourself
- You absorb more from a conversation than from reading a document
- You replay key moments in your mind to understand something fully
- You prefer to see the whole picture before focusing on the details

**Your recommended path:** The video orientation is your strongest starting point. Watch it once for the overview, then return to specific sections of the narrative guide for depth on the questions that resonate most.

E+H

**You learn by reading and reflecting.****HEALTHY Connection:** ESTABLISH Excellence | HEAR with Intention**You might recognize yourself here if...**

- You prefer written explanations over verbal ones
- You take notes while reading and return to them later
- You need to understand the why before you commit to the how
- You process information more deeply when you can go at your own pace

**Your recommended path:** The narrative guide is your home base. Read it section by section, using the questionnaire alongside it as a companion document. The video will be useful as a closing orientation after you have already engaged with the material in writing.

L+Y

**You learn by doing and discussing.****HEALTHY Connection:** LEAD with Vulnerability | YIELD to YOU**You might recognize yourself here if...**

- You understand something best after you have tried it
- You think out loud and benefit from talking through a concept
- You learn as much from the questions you have as from the answers you receive
- You are often clearer after a conversation than before it

**Your recommended path:** Start with the video for orientation, move directly into the questionnaire itself, and use the Ask Questions option freely as you go. The narrative guide is most useful after a first pass of the questionnaire when you want depth on specific sections.

All  
Three**You learn through multiple modes and shift based on context.****HEALTHY Connection:** HEALTHY in Full -- All Seven Keys**You might recognize yourself here if...**

- You adapt your approach based on the topic and the stakes
- You do not have one dominant style but use different tools for different kinds of learning
- You find that revisiting something in a second format confirms what you understood the first time
- You are often the person who says it depends

**Your recommended path:** Use all three resources in whatever sequence feels right. A common pattern: video first for the full picture, narrative for sections where more context is needed, and the questionnaire as the active integration of both. Ask questions when you are unsure of the why behind a specific question.

## YOUR THREE OPTIONS

Each resource was built to serve you in a different way. Here is what each one offers and what it is best used for.

### 01 The Video

A visual walkthrough -- ideal for orientation and overview

**What it is:** A 6 to 8 minute video recorded by Dr. Shuttlesworth that walks through the questionnaire section by section, explains the instructions, highlights the most important questions, and speaks directly to Phyllis, Alberto, and Keysha individually.

**Best used when:** Use this first if you are a visual or auditory learner, if you want the full picture before engaging with the details, or if you want to hear the intention behind the document in Dr. Shuttlesworth's own words.

**What it does not replace:** The video is designed to orient -- not to explain every question in depth. It will tell you what each section is for, but it will not tell you why each question was specifically chosen or what the cost is of not having that information.

### 02 The Narrative Guide

A written companion -- ideal for depth and reflection

**What it is:** A written document that takes every question in the questionnaire and explains three things: why the question is being asked, how having this information will be useful during and after the VIP Day, and what the impact is if the information is unavailable or unknown. It is longer than the questionnaire itself and designed to be read alongside it.

**Best used when:** Use this if you prefer written explanations, if you want to understand the reasoning behind specific questions before answering them, or if you want to engage with the material at your own pace and return to sections that feel most relevant to your role.

**What it does not replace:** The narrative guide is information-dense. It is not designed to be read in one sitting. Move through it section by section as you complete the corresponding portion of the questionnaire.

### 03 Ask Questions

Direct access to Dr. Shuttlesworth -- ideal for clarification and conversation

**What it is:** You have direct access to Dr. Shuttlesworth throughout this process. If a question is unclear, if you are unsure whether something you want to share is within scope, if you need help locating a document, or if something surfaces that you want to discuss before the VIP Day, reach out via telephone or email. This is not an interruption. It is part of the process.

**Best used when:** Use this when the video and narrative guide do not fully answer your question, when you want to think something through out loud before committing it to writing, or when something surprising surfaces as you work through the questionnaire.

**What it does not replace:** This option requires initiating contact. If asking for help does not come naturally, use the narrative guide to remind yourself why your response matters -- and why clarity on your end serves the whole team.

## HOW THEY WORK TOGETHER

You do not have to choose. The three resources were designed to complement each other, not compete. The video gives you orientation. The narrative gives you depth. The questionnaire is where you do the work. And questions to Dr. Shuttlesworth ensure that nothing gets in the way of completing it well.

Step	What to do
<b>Begin with the video</b>	Watch the full orientation video. Get a sense of the whole document before you open it.
<b>Open the questionnaire</b>	Review the sections. Notice the ones that feel immediately relevant to your role and the ones that feel unfamiliar.
<b>Use the narrative guide</b>	For any section where you want more context before answering or where a question feels unclear, open the narrative guide and read the corresponding section.
<b>Complete the questionnaire</b>	Answer each question as honestly and completely as you can. Expand the fields as needed. Paste file links where requested.
<b>Use the Additional Notes section</b>	Write anything that surfaces during the process that does not fit neatly into a specific question.
<b>Ask questions</b>	If anything stops you, reach out to Dr. Shuttlesworth directly before the VIP Day.

**There is no wrong way to prepare for your VIP Day.**

There is only the way that is most honest to who you are as a learner and as a leader. The resources in front of you exist because you deserve options and not instructions. Whatever you choose, you are not alone so let's prepare to progress, and shine together.

**Honor people. Align leadership. Strengthen systems. Learn from data. Thrive together.**

