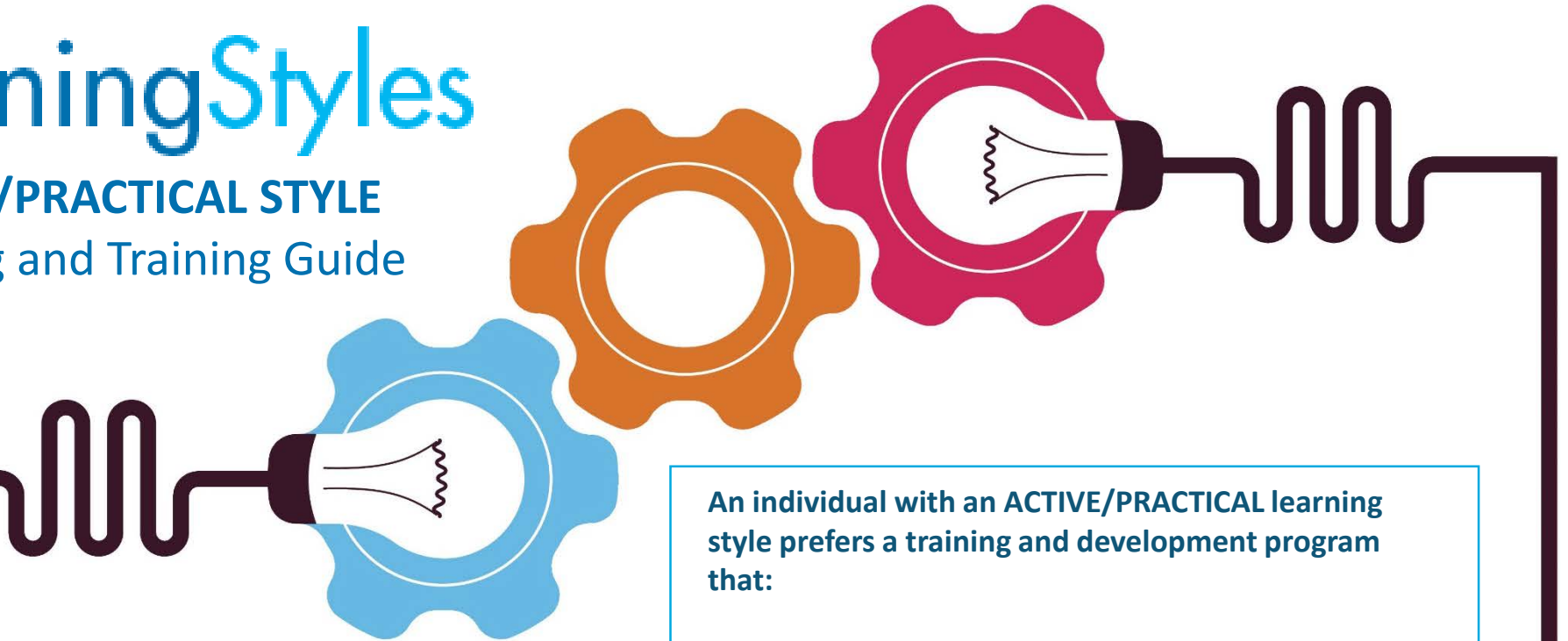


LearningStyles

ACTIVE/PRACTICAL STYLE Coaching and Training Guide



Recommended training activities for an individual with an ACTIVE/PRACTICAL learning style:

- Simulations with results-oriented outcomes
- Role-playing exercises that build practical skills
- On-the-job training by an expert coach or mentor
- Case studies that involve real-life situations that the individual is likely to encounter on the job
- Small group discussions on topics directly linked to the job

An individual with an ACTIVE/PRACTICAL learning style prefers a training and development program that:

- Is fast-paced and moves quickly from practical topic to practical topic
- Focuses on actionable solutions to real-life situations
- Actively involves him or her in the learning process
- Consists of new hands-on material, experiences, or situations

An individual with an ACTIVE/PRACTICAL learning style may be uncomfortable if his or her trainer:

- Focuses on theoretical or abstract concepts instead of offering practical advice and training that can be used in real-life situations
- Fails to directly involve him or her in the learning experience
- Tries to force compliance rather than taking the time to coach him or her
- Relies on classroom lectures rather than hands-on experience