

LearningStyles

ACTIVE/THEORETICAL STYLE

Coaching and Training Guide



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

- Lectures that are organized, concise, and to the point
- Simulations with detailed and structured feedback
- Role-playing exercises that illustrate general concepts or theories
- Structured and logically organized on-the-job shadowing

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

- Moves along fairly quickly but still allows him or her adequate time to digest the information that is presented
- Stresses objectivity and accuracy in a hands-on learning environment
- Actively involves him or her in the learning process

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

- Lectures too much
- Assigns too many long reading assignments
- Fails to give practical reasons why it is important to learn the material being presented
- Makes assignments that seem to have no clear focus or purpose
- Fails to actively involve him or her directly in the learning experience