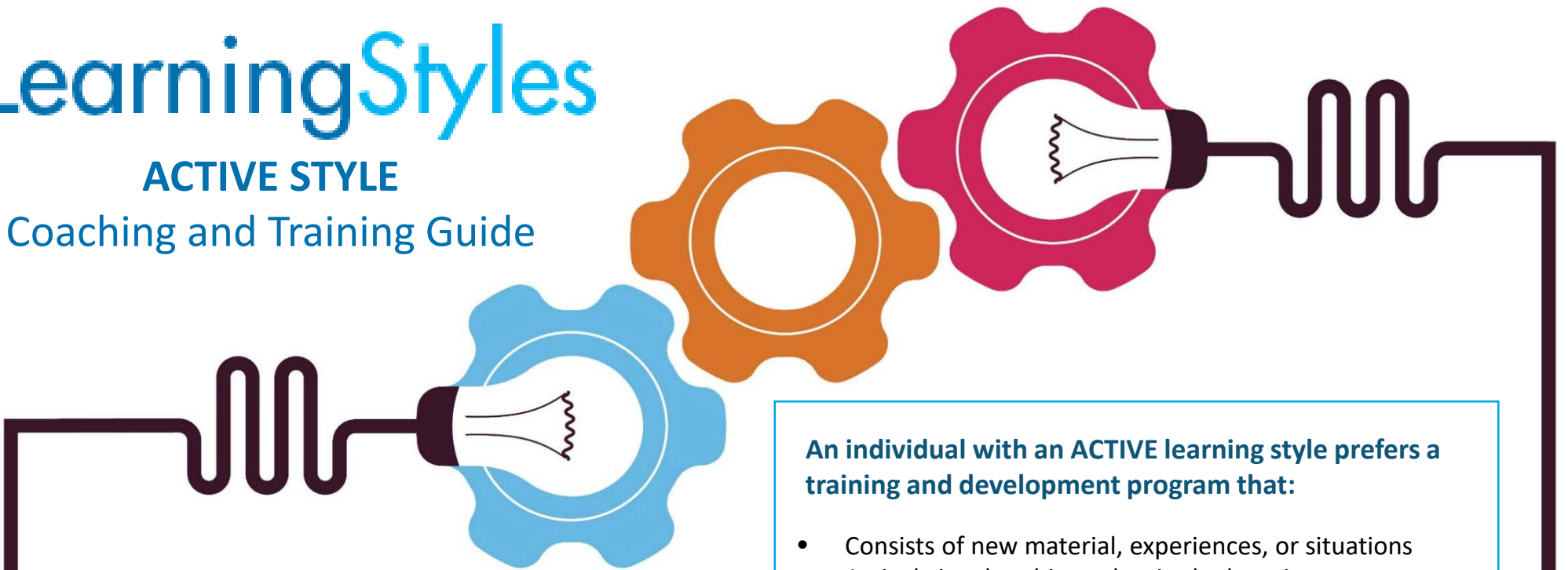


LearningStyles

ACTIVE STYLE

Coaching and Training Guide



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

- Simulations
- Role-playing exercises
- On-the-job shadowing
- Peer feedback will most likely be better received than trainer feedback

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

- Consists of new material, experiences, or situations
- Actively involves him or her in the learning process
- Minimizes long lectures and dull reading assignments
- Is fast-paced and does not dwell on one topic for too long

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

- Forces him or her to learn "expert" solutions rather than encouraging him or her to learn by self-discovery
- Lectures too much or assigns too many long reading assignments
- Does not directly involve and engage him or her in the learning experience