

LearningStyles

PRACTICAL STYLE

Coaching and Training Guide



Recommended training activities for an individual with a PRACTICAL learning style:

- Self-directed lesson assignments
- On-the-job training with support by an expert coach or mentor
- Simulations
- Role-playing exercises
- Case studies that involve realistic situations that he or she is likely to encounter on the job

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

- Focuses on practical solutions to everyday problems
- Clearly links what is learned during training to how that knowledge can be applied in the real world
- Is taught by an "expert" who takes the role of coach or mentor
- Uses a range of self-directed activities that allows autonomy

An individual with a PRACTICAL learning style may be uncomfortable if his or her trainer:

- Focuses on abstract or theoretical concepts instead of practical advice and training that can be applied in the real world
- Fails to show him or her how to relate the material being learned to his or her job
- Tries to force compliance rather than taking the time to gently coach him or her