

LearningStyles

ACTIVE/PRACTICAL STYLE Interview Guide

Focusing on Topics That Require In-depth Training That May Not Seem Relevant

People with an ACTIVE/PRACTICAL learning style prefer to move quickly from one topic to another. They may get frustrated and impatient with in-depth training about general topics or principles that don't seem to be directly related to practical outcomes.

ASK:

Tell me about a training program you attended where the content was very detailed and involved but didn't appear to be immediately relevant to you.

Were you able to focus and learn? Were you comfortable in this learning situation?

LISTEN FOR:

Ability to maintain focus; ability to learn successfully in this environment.

Interview rating for ability to maintain focus with in-depth learning:

Poor Ability

Satisfactory Ability

Outstanding Ability

1

2

3

4

5

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Following Up On Projects That Don't Seem Relevant

People with a
ACTIVE/PRACTICAL learning
style typically don't follow up
with learning assignments
that do not appear to them
to be relevant or practical.
They would rather move on
to a new topic.

ASK:

Tell me about a training program you attended that required a lot of follow-up but didn't seem to be very relevant to you. How did you feel about this type of situation? How well did you focus on the assignments?

What do you think could have been done to make this situation a more effective learning experience for you?

LISTEN FOR:

Commitment to finish the project; ability to maintain focus; comfort level.

Interview rating for following up on topics that don't seem relevant:

Weak Effort

Satisfactorily Effort

Outstanding Effort

1

2

3

4

5

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Training Preferences

People with an ACTIVE/PRACTICAL learning style have strengths and potential areas of concern about learning different types of information. Take this opportunity to find what type of training works best and what type of training is least effective with this individual.

ASK:

Tell me about some training experiences you have had in the past. What did you like most about them?

Do you prefer training sessions that are informal and action-oriented or training sessions that are formal and theory-oriented? Why?

How would you design a training program to best meet your learning needs in terms of structure, content, and format?

LISTEN FOR:

Success with different training exercises and formats; ability to learn information that is presented in different ways.