

# LearningStyles

## ACTIVE/THEORETICAL STYLE Interview Guide

### Action and Theory Together

People with an ACTIVE/THEORETICAL learning style tend to prefer "hands-on" learning experiences that support or are linked with theories and general principles. They may often get frustrated with training sessions if the hands-on learning experiences don't support formal theories.

#### ASK:

Tell me about a recent experience where you learned ideas and theories by performing activities instead of sitting and passively listening to lectures.

How do you like this type of learning format?

What about a situation in which hands-on experiences did not bear any relation to formal theories or principles? How would you react in this type of situation?

#### LISTEN FOR:

Comfort level in learning theory by performing hands-on activities.

**Interview rating for learning theory by performing hands-on activities:**

Low Comfort Level

Satisfactory Comfort Level

High Comfort Level

1

2

3

4

5

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### Pace of Learning

People with a  
ACTIVE/THEORETICAL  
learning style like to learn  
quickly. They may find the  
traditional classroom  
environment to be too slow  
and cumbersome.

#### ASK:

Have you ever experienced a training situation in which the pace of the training was just too slow to keep your interest? What was your reaction? How did the slow pace affect your ability to learn?

Tell me about a class or training session that you attended when you felt that the pace of the classroom was perfectly suited to your ability to learn.

#### LISTEN FOR:

Comfort level with slow learning pace; most effective pace for this individual.

#### Interview rating for learning in a slow paced environment:

Learns Poorly

Learns Satisfactorily

Learns Very Easily

1

2

3

4

5

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### Training Preferences

People with an ACTIVE/THEORETICAL 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.