

LearningStyles

ACTIVE STYLE Interview Guide

Following Through on Assignments and Projects

People with an ACTIVE learning style sometimes act quickly on things and tend not to follow through on their actions. They may prefer to start up a new activity rather than follow an existing .

ASK:

Tell me about a recent project or work assignment that required a lot of follow-up. What was the nature of the project? What kind of follow-up was required? How did you manage all of the activities for the project? What was your least favorite part of the project? Why was that your least favorite part?

Do you like to move quickly from activity to activity, or do you prefer to stick with one activity until it is finished? Do you see any drawbacks to that approach?

LISTEN FOR:

Interest in follow-up activities; thoroughness; moving too quickly from one project to another.

Interview rating for following through on projects:

Not Strong on
Follow Through

Satisfactory Effort on
Follow Through

Outstanding Effort On
Follow Through

1

2

3

4

5

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Listening by Listening to Lectures and Experts

People with an ACTIVE learning style like to learn by "doing" and teach themselves. They usually prefer to take a self-study program rather than being taught by listening to lectures or expert trainers.

ASK:

Tell me about the last time you needed to learn to do something new or you needed to learn new information. What did you have to do to learn it? How did you go about it? What was the toughest part? Could you have learned the things you needed to know in some other way? If so, why did you choose the method you used?

Would you rather be taught through a self-study program or by listening to lectures given by experts? Explain your preference and why it is important to you.

LISTEN FOR:

Preference in method of learning; flexibility in trying different learning formats.

Interview rating for learning by listening to lectures and experts:

Does Not Learn Well	Learns Satisfactorily	Learns Extremely Well		
1	2	3	4	5

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Training Preferences

People with an ACTIVE 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.