LearningStyles

EQUAL BLEND STYLE
Interview Guide

Adaptability to different Learning Situations

This individual tends to be able to adapt to any of the three different learning styles. But is there a particular style with which he or she is most comfortable? Does he or she lose interest if the instructor relies on only one style?

ASK:

Employee training and development programs use a variety of different teaching techniques. For example, some trainers or instructors rely on lectures, others may break the class into smaller discussion or role-playing groups, and others may focus on mentoring and actual on-the-job training. Tell me about a classroom or training experience that you felt was especially effective for you personally.

What made it so memorable? Can you think of anything the instructor could have done to improve the experience for you?

LISTEN FOR:

Comfort level with different types of classroom or training situations; motivation; preferences.

Interview rating for adaptability:

Low Level of Adaptability		Moderate Level of Adaptability		High Level of Adaptability
1	2	3	4	5

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Training Preferences

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.