

LearningStyles

PRACTICAL STYLE Interview Guide



Maintaining Focus

People with a PRACTICAL learning style sometimes have a tendency to lose focus and motivation in training sessions if they perceive that the training lacks immediate relevance and practicality. They can get frustrated with lengthy training or long explanations that don't seem to be immediately applicable to their situation.

ASK:

Tell me about a situation where you had to sit through a long training period that seemed to have little to do with your actual situation. How did this make you feel?

How did you maintain your focus during the instruction period?

Do you feel that this type of training was a successful format for you? Why or why not?

LISTEN FOR:

Maintaining focus in long training sessions; comfort learning new material that may not appear immediately relevant.

Interview rating for maintaining focus during training that did not appear immediately relevant:

Unable to Maintain Focus		Satisfactory Focus		Outstanding Focus
1	2	3	4	5

LearningStyles

PRACTICAL STYLE Interview Guide

Flexibility with Different Types of Instructors

People with a PRACTICAL learning style tend to be self-directed or independent learners. They commonly avoid instructors who are bossy and are attracted to instructors who tend to guide students and act like mentors.

ASK:

Tell me about your favorite teacher or instructor. What did you like about his/her teaching style?

Tell me about a time when you had a hard time learning something because of the instructor's teaching style. What would have made your experience better?

LISTEN FOR:

Desired teaching style; flexibility interacting with certain types of instructors.

Interview rating for maintaining focus and attention with different types of instructors:

Low Flexibility

Satisfactory Flexibility

Outstanding Flexibility

1

2

3

4

5

LearningStyles

PRACTICAL STYLE Interview Guide

Training Preferences

People with a 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.