LearningStyles

THEORETICAL STYLE
Interview Guide

Handling Pressure and Deadlines

People with a THEORETICAL learning style sometimes have problems handling time pressures and strict deadlines.

ASK:

Tell me about a project you recently had to complete under a very tight deadline. What role did you play in the project? Were you successful in meeting the deadline? How did you feel working under this pressure?

Would you prefer to work on a project with strict deadlines or would you prefer to work on a more flexible project that did not have deadlines? Why?

LISTEN FOR:

Ability to meet deadlines; flexibility; effectiveness under pressure.

Interview rating for handling pressure and deadlines:

Handles Deadlines Poorly		Handles Deadlines Satisfactorily		Handles Deadlines Extremely Well
1	2	3	4	5

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Overcoming "Analysis Paralysis"

People with a THEORETICAL learning style sometimes have a tendency to gather and carefully analyze all information before reaching a conclusion or taking appropriate action. This can sometimes lead to a situation known as "analysis paralysis."

ASK:

Can you describe a recent situation where you had a lot of information to review and not enough time to analyze it as well as you would have liked? How did you handle it?

How does it make you feel when you can't devote adequate time to studying something as much as you would like?

How do you make sure that you have the time you need to prepare yourself?

LISTEN FOR:

Time management skills; tendency to strive for perfection at all costs; procrastination; failure to achieve important goals due to analysis paralysis.

Interview rating for handling analysis paralysis:

Handles It Poorly		Handles It Satisfactorily		Handles It Extremely Well
1	2	3	4	5

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Training Preferences

People with a 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.