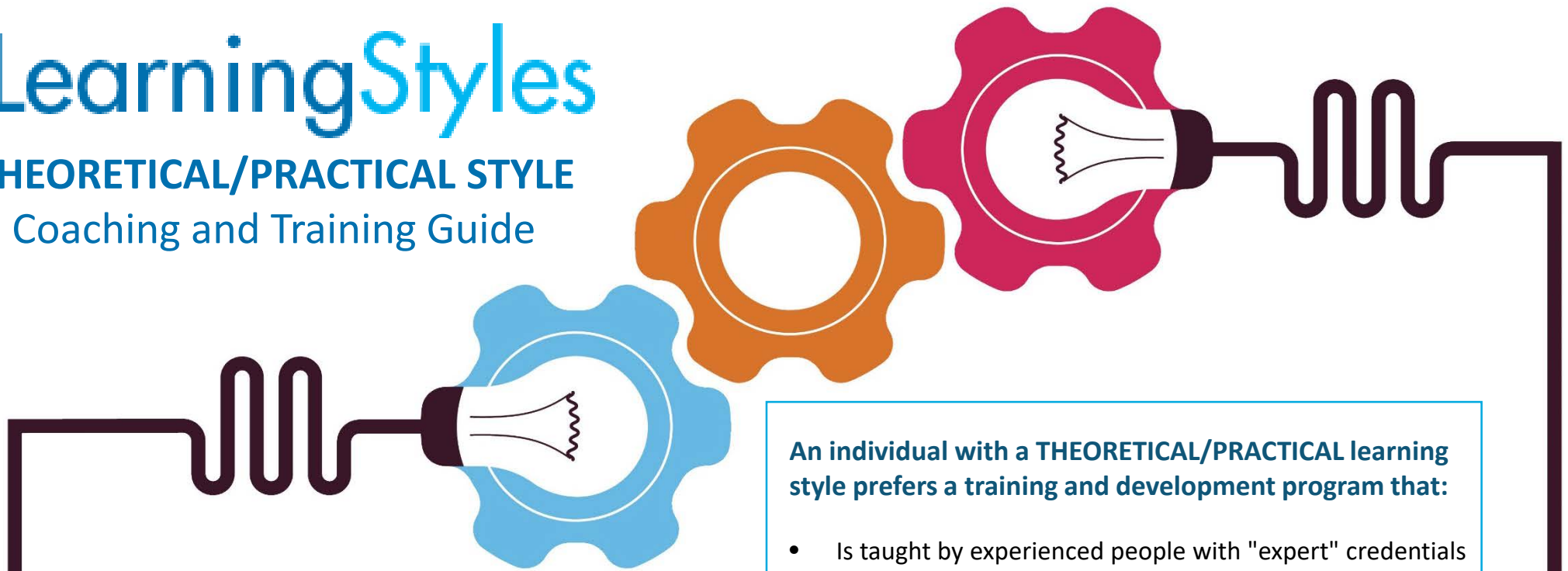


LearningStyles

THEORETICAL/PRACTICAL STYLE

Coaching and Training Guide



Recommended training activities for an individual with a THEORETICAL/PRACTICAL learning style:

- Detailed and structured solutions to work problems that he or she is likely to experience on the job
- Practical exercises that are not timed or have pressured deadlines
- Structured training components that build and expand upon previously learned material

An individual with a THEORETICAL/PRACTICAL learning style prefers a training and development program that:

- Is taught by experienced people with "expert" credentials
- Fits all of the training components together into a systematic, structured, unified whole
- Clearly shows how to apply classroom training into on-the-job knowledge
- Allows enough time for him or her to absorb and analyze the information presented

An individual with a THEORETICAL/PRACTICAL learning style may be uncomfortable if his or her trainer:

- Tries to rush through topics without giving him or her enough time to absorb the information
- Does not provide details and logical or practical information
- Fails to show a clear relationship between the material being taught and how it can be applied on the job