

# LearningStyles

## THEORETICAL/PRACTICAL STYLE Interview Guide

### Overcoming “Analysis Paralysis”

People with a THEORETICAL/PRACTICAL 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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### Putting Theory and Practice Together

People with a THEORETICAL/PRACTICAL learning style like to learn theories and principles that can be linked to realistic, down-to-earth experiences. They tend to lose interest in training if the theories they are being taught do not coincide with or support their everyday, practical experiences.

#### ASK:

Tell me about a project where the theories you were being taught had little or no relation to actual practical outcomes and experiences. Describe the situation. What was your comfort level?

How do you maintain your motivation to learn under such circumstances?

#### LISTEN FOR:

Discomfort in this type of learning situation; ability to maintain focus and motivation.

#### Interview rating for comfort level where practical outcomes don't support theory:

Low Comfort Level

Satisfactory Comfort Level

High Comfort Level

1

2

3

4

5

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### Training Preferences

People with a THEORETICAL/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.