

Developmental Learning Style

Sample Candidate **The Holst Group**

Note: This report on his behavioural Learning Style is based on an assessment of his temperament exclusively. It may be advisable to add or delete some statements depending upon his level of intelligence, knowledge, emotional maturity, attitudes and other factors in his present record and past circumstances.

As a naturally competitive and goal-orientated individual, he will respond best to training that lets him rise above the crowd and show others what he can accomplish. He is a big picture thinker who likes to have an understanding of and a sense of control over where the training is going. He wants to know how his participation will contribute to achieving his goals. Programs that give him an opportunity to try things for himself will generate the best results.

Experimenting, thinking for himself, doing things his own way, these things come naturally to this strong-minded, determined person. He has his own opinions and will express them freely. He much prefers training that focuses more on the overall concept than on the details or the process, but he can stay on track if the rationale for their existence makes sense. Overall, though, he learns best in programs that offer him the opportunity to fill in the blanks for himself.

Because he has an objective and rational perspective, he learns best from programs that present issues in a logical, methodical way. He expects the topics to be explained factually and realistically without an undue amount of selling or motivating. Training can be entertaining, but he will feel that he is wasting his time if the session lacks substance. He excels when given an opportunity to analyse the pros and cons to come up with creative solutions to problems.

Training programs that move things along at a sensible, but not overly hectic pace are perfect for him. He likes to see a good variety of topics covered with enough time to set up the routines to handle them each in turn. He looks for and appreciates reasonable timeframes.