Understanding Your Learners

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| **What You Need to Find Out About Your Target Learners** | **Questions You Might  Ask Them** |
| 1. Assess what you know now. Do you need to learn more? Might you gather more information about your target learners (through interviews, reading, discussion with HR or their supervisors)? 2. What are the characteristics of the target learners that may affect their learning? 3. What knowledge, skills and attitudes do your target learners already have about supervision or the topic of your program (if decided)? 4. What are your target learners’ learning preferences? | 1. What are the biggest challenges you face as a supervisor? 2. What do you think about *<the topic>*? 3. Have you ever *<done x related to the topic>* before? If so, what did you do? How did you do it? What did you think about your experiences? 4. What do you know already about <the topic>? 5. If you were to be involved in training on this topic, what would you like to learn? 6. Describe the best training situation you’ve ever had and why you liked it so much. 7. Who is your favorite teacher and why? 8. Think of a time when you learned a lot. Why do you think you were able to learn so much? |
| **Organize What You’ve Learned** |
| 1. Learner characteristics 2. Previous knowledge, skills, and abilities 3. Learning style preferences |