

## The Learning Interview Guide

The aim of the Learning Interview is to help the persons being interviewed to raise their awareness on how, when and what they learnt. To assist the interviewer in finding relevant questions and addressing all the different topics that come with learning you will find here around 50 questions that *could* be asked. Don't ask them all...it will be too much. The first thing is to listen to the person you are interviewing and to base your questions on what that person tells you. So you are really encouraged, invited and allowed to make your own questions! The questions provided here are there just as a help to give you some ideas and to bring you further if you feel stuck.

## Being and Planning

### Planning your learning

To what extent are you clear about what you want to learn (for example, from being in a project)?

Do you set objectives?

Or more a direction?

Or do you think you are just 'open to learn'?

Would planning your learning more help you?

if yes: How?

if no: Why not?

What or who could help you in better planning your learning?

To what extent do you feel that learning can be planned for you?

### Being a learner

To what extent do you see yourself as a learner?

How does that show in your attitudes and actions?

Is 'being a learner' a conscious choice for you?

What are some positive results of being a learner?

Do you feel like a learner, in general?

How would you describe 'being a learner'?

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### Learning moments

Can you recall moments where you felt 'Yes, now I'm learning'?

Can you describe that moment?

Did you realise you were learning at that particular moment or only later?

Do you feel you learn better in international groups?

What kind of moments do you recognise for yourself as learning moments?

listening reading doing discussing walking

### What do you need for something to become a 'learning moment'?

a certain atmosphere

a challenge

safety

to be on your own

others

'new input'

## Doing It

### How do you know you learned?

What makes you decide 'now I've learned something'?

Do you set criteria? In what way?

Is it more 'something you feel'?

Do you give 'words' to it? How?

Do you write it down? How? Where?

Do you tell others? When? What?

Do you need proof for yourself? How?

Do you test it out? How?

Do you ask others for confirmation?

Others

Do you need others for your learning?

How do others help you in your learning?

Do you actively search for others?

What do you need those others for?

feedback/other perspectives/confirmation/  
challenge .....

Who are those 'others'?

peer learners/friends/experts/trainers/  
facilitators/animals

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### Your way of learning

How would you describe 'I learn best'?

What makes learning a positive experience for you?

Are you satisfied with 'how you learn'?

What would you like to add to your 'learning repertoire' or the ways you learn?

How do you manage to overcome any difficulties when you learn?

How do you explain your idea of 'learning to learn'?

### Learning Interview Your way and The Impact

### Impact of your learning

Do you immediately implement what you learned?

Do you first reflect and evaluate?

Do you share your learning with others in your organisation? How?

Do you involve others in implementing your learning? In what way?

How do others know you learned something?

Do you plan 'follow up' / further learning? How?

In your last project: was the impact of your learning that you got answers, more questions, or maybe both?

