**Learning Orientation**

Behavioral

* Describe a time when you took a new job that required a much different set of skills from what you had. How did you go about acquiring the needed skills?
* Have you had an occasion when a prior strength actually turned out to be a weakness in another setting? How did you cope?
* Throughout your career have you learned more about your profession through course work or through on-the-job experience? Explain.
* What area of your last job was most challenging for you? Why was this specific part of the position difficult? Is this still challenging? Why or why not?
* Tell me about a time when you volunteered for an assignment to expand your knowledge and skills.
* Tell of a time when you had to educate yourself about a topic to make a presentation.

Situational

* The company announces a reimbursement program for any course taken that will improve your performance in your current position. Do you take advantage of it? Why or why not?
* A new co-worker speaks another language. Do you try to learn small talk in that language or discourage the potential confusion caused by the use of different languages in the workplace?

General

* Tell me about the one person who has influenced you the most during your career. Was he or she a manager or mentor? What did you learn from him or her? Why do you think you learned so much from that person?
* What is more important to your profession—experience or continued education?
* How do you stay informed of current ideas on management and on the [industry/field]?
* Under what kinds of conditions do you learn best?
* In what areas would you like to develop further? What are your plans to do that?
* What are your career path interests?
* Should employees seek to improve their knowledge and skill base? Why? Why not?
* What was the best training program in which you have participated?
* What are your major professional reading sources?
* What sorts of things have you done to become better qualified for your career?
* Careers grow and develop just as people do. Where do you see your career now? Why? What are you doing to sustain it?
* What's the most valuable thing you've learned in the past year? Why?
* Do you feel you are knowledgeable about current industry-related legislation or trends? Why or why not?
* What was the last work-related educational seminar or class you attended? Why did you attend this course? How have you transferred the knowledge gained in the course to your work?
* Do you have aspirations to earn advanced degree(s)?