

Learning and Communication

Style #3 : DOERS

DO'S

- Allow plenty of self-direction/independence
- Tolerate trial and error mistakes
- Stick to business and get to the point
- Praise work ethic
- Tell them the end goal and let them come up with a solution/process to achieve it
- Encourage action on projects – especially group projects where a person or small task force (sub-group) is needed to begin initial or exploratory work



DON'TS

- Spend too much time explaining
- Micromanage
- Give vague timelines
- Focus on feelings or personal issues
- Demand that a particular process/approach be followed
- Make them waste time on unproductive tasks or assignments with no clear goal/benefit

ADVICE

#3 Learners tend to be task-focused, quantitative thinkers. Qualitative reasoning may confuse them and sound like “hazy ideas” unless you succinctly show how it relates to tangible progress.

