

VARK Training: Some Business Scenarios

Scenario 1:

As a manager, you have heard that a new and senior executive in your business is on a fact-finding visit to your department/venue next week. You are responsible for her program for the morning. Fortunately she has completed the VARK questionnaire and a colleague has told you that her scores were 5, 6, 4, and 12 OR 12, 5, 6 and 4. Your informant was not sure which! What would you plan for that morning, using each set of possible scores. List five or six key ingredients. She has asked that she meet two of your senior staff members to broaden her knowledge of your department/venue and its work. Other things being equal, which employee would you choose and why? Or why not?

Employee	Visual Score	Aural score	Read/write	Kinesthetic
Maria	2	12	1	4
Simon	9	3	3	3
Karen	9	8	7	5

Scenario 2:

One of your more challenging – sometimes-argumentative - clients is heading to your office to share her ideas for your ongoing partnership. As part of her visit, she insists that a meeting take place so that you can update her about your plans for the next twelve months. You are part of the small team expected to prepare and deliver the update at a two-hour meeting. She is Multimodal (V, A, R and K) *Type Two*. What would you prepare and plan.

Scenario 3:

While observing your team at a recent employee-of-the-quarter meeting, it seemed that most of those in attendance were not as engaged as you had hoped. A great deal of planning went into the meeting and you thought people would be interested in hearing more about the topic that was presented. Something didn't click and the whole event seemed to fall flat. If other things (climate, motivation, day-of-the week, etc...) are not the cause of that feeling what aspects of VARK might provide some answers?

Scenario 4:

You want to improve your team's quality statistics. You have met with them several times and talked through many best practices. No matter how many times you tell them, they keep making the same mistakes over and over. You believe you are a strong communicator but results are not showing. You know there are some who learn differently in your group. How could you energize them and reduce the mistakes?

Scenario 5:

You have several people who work for you that have been there a long time. They know their jobs inside and out and you value their expertise and experience. You are worried that when they retire all that knowledge will walk out the door! You have asked them to document their jobs or prepare a manual or a typical, day-diary but it just doesn't seem to be going very well. Suggest some other ways to gather their institutional knowledge?

Scenario 6:

You set a goal in your section that each person was to cross-train a colleague on three of their duties. Some pairs really got into it and did a great job. You could tell it was a great growth experience for both participants. But some pairs were dysfunctional and fell apart. In some cases, the stress level was so high that you considered calling the whole exercise off!

First: Define your own idea of how cross-training should work and then, examine the following VARK profiles to assess how they would perform and why. **Second:** Which ones would you pair and why?

Mary	Gary	Myrna	Steve
Strong Read/write	MM (<i>Type One</i>) V and K	Strong Kinesthetic	MM (<i>Type Two</i>) V,A,R and K