trc interactive

Questioning Technique: Ask Your Learners to Rank Themselves

Asking learners to quantify their skills can be a powerful interview technique. For example, ask, "On a scale of one to ten, with one being very low and ten very high, what are your math skills?"

Throughout the interview you can then use the same quantifying technique:

- "Using the same scale as before, how organized are you?"
- "How well do you know the regulations?"
- "How confident are you with this approach?"

Regardless of what the learner says, follow up their rating with, "Give me examples of that," or "Tell me about some of your successes." If the learner scores low say, "Why so low?" or "What would you do differently to rate higher?"

The ranking technique is powerful and can direct your discussions in other meaningful ways.