

# Learning Needs Sample Questions

## Adult Learning Certificate Program



### *Organizational Needs*

- What do we want to achieve as an organization?
- Is there a business goal that needs to be addressed?
- Is there a business opportunity we should be pursuing?
- Are there financial goals we need to consider?
- Are there new technology initiatives for the organization?



### *Task or Job Needs*

- What needs to change or improve in how people do their work?
- What are the performance measures that need to be achieved?
- Are there work processes or procedures that need to change?
- Are there new tasks people need to start performing on the job?



### *Individual Needs*

- What knowledge or skills does the individual need to acquire?
- What other factors are affecting an individual's performance on the job?
- What is the motivation of the individual to learn new skills?
- Do all individuals possess the same level of skill?
- How do the best performers do their jobs?