



# Interview Questions for Nanette Miner, Ed.D.

the  
**TrainingDoctor**  
we make workplace training better



◀ FREE WHITE PAPER AVAILABLE AT: [www.trainingdr.com/teaching-thinking-whitepaper-free/](http://www.trainingdr.com/teaching-thinking-whitepaper-free/)

## EXECUTIVE SUMMARY

If you have kept abreast of the literature in the past few years, it is fairly common knowledge that there are not enough people to fill the gaps left by the Baby Boomers as they exit the workforce. While most research and articles which address this looming crisis look to overcoming the skills gap, this paper looks beyond entry level to the leadership level.

If younger generations are lacking the technical skills to be successful, they certainly will not have the leadership skills which typically take years on-the-job and vast experience to develop.

This paper suggests ways, through training and professional development, to accelerate the rate at which leaders can be developed and illustrates these suggestions with references to what is known about neuroscience today.

**These questions have proven to be engaging and effective with television, webinar, radio, and print interviews. You are welcome to select from or edit these questions, or add new ones.**

1. Can you explain the difference between employment related skills and thinking skills – two things that you say are lacking in younger employees?
2. What kind of thinking skills are lacking in this new generation of workers?
3. What has caused the Millennial generation to have missed-out on this type of (cognitive) development?
4. Can you teach someone to think in the way that is needed by businesses today? How?
5. Why not just hire a candidate who is already equipped with these skills?
6. How does the lack of thinking skills impact a business?
7. Why haven't businesses put an emphasis on developing thinking skills?
8. What future workplace problems can be solved today, by developing thinking skills?
9. Many companies don't want to invest in training only to have the employee leave for another company. That's a logical fear, right?
10. What would you recommend businesses do?
11. This sounds like a lot of Millennial bashing – yes?

**“While a lack of employment related skills is a real problem for business today, a more vexing problem is looming. When Millennials begin to move in to leadership positions in the next 10 – 15 years the lack of thinking skills that are required to lead will cripple companies and we'll begin to see them implode”**

– Nanette Miner EdD.

*Nanette Miner, Ed.D. is a scholar-practitioner who focuses on teaching thinking skills in corporate America. She is an author, blogger and frequent contributor to industry and trade publications on the topic of workplace training and development.*