



Watch THIS!

**“We don’t know *why* they can’t do it!
We *showed* them how to and they *still* can’t do it.”**

If we had a nickel for every time we heard this we could have bought *Maui* by now!

Demonstrations are a very effective method to show learners *how* something is done. In other words, demonstrations provide *knowledge* on how to do something.

If you want your learners to actually be able to *perform* or *do something*, then you can’t use a demonstration on its own. It would be like watching a YouTube video to learn how to drive a car. *Not* a good idea!

When teaching someone *how to* do something, it’s most effective to pair a demonstration with skills practice, feedback and coaching. Only then will your learners be able to *feel* what it’s like to perform a task.

And, when conducting a demonstration, it’s important to first do a **task analysis** to make sure you have covered all of the steps. A task analysis helps break down a task into smaller, teachable parts. The newer, riskier and more complex a task is for the LEARNER, the more you need to break it down.

After breaking down the steps of the task, you can apply additional tools to determine the best approach to the demo. For example, is the task one that can be mastered with a brief demo and skills practice on the job? Is it one that requires a more formal training setting? Or, is it one in which the practice part is lengthy because the learner has to perform as a *practiced expert* upon leaving the training environment?

Hmmm, this demonstration stuff is a bit more tricky than you thought, eh? No worries,

we've put together these awesome resources to help you out. Just click on the title for more information on these sessions:

Take Your Training from Snore to Score!

One-day workshop
Spring and Fall 2019
DC metro and So CA areas

Craft Amazing Learner Materials & Activities

One-day workshop
Spring and Fall 2019
DC metro and So CA areas

Certified Instructional Systems Designer (CISD)

Four, 4-hour VILT sessions
Fall 2019

So the next time you see someone using the "just do it" approach, remember to take the time and care to craft a comprehensive approach that is best for the learner.

Cheers!

Team M&M

Maria Chilcote & Melissa Smith

Managing Partners



**The Training
Clinic**

We're all on this journey together!

The Training Clinic
thetrainingclinic.com
info@thetrainingclinic.com
800-937-4698

