



Tantrums. Not Just for Toddlers!

We've all witnessed toddlers having a meltdown.

Whether our own children or someone else's, the behaviors are pretty much the same:

- **Face contorting**
- **Loud yelling**
- **Fist pounding**
- **Body thrown to the floor and flailing about**

Unfortunately, we see similar behaviors in our own organizations when folks don't get their way OR when they are forced to attend training that they don't think they need.

Adults don't like to have their time wasted. Period.

We can do all we can to prepare learners before training but the bottom line is we can't control their *environment* before they attend training.

However, as facilitators, we *can* control the learning environment once they have arrived.

How? By making sure we *honor* our learners as adults.

As adults, we have preferences about how we like to be treated in a learning environment. The more these preferences are taken into account, the less likely it is that there will be "tantrums" in our training sessions.

How do we, as facilitators and instructional designers, do this? We need to know and operationalize Adult Learning Principles in all of our sessions, regardless of length or

method of delivery.

Here's a short list of some of our favorite principles:

1. Adults don't like to have their time wasted. (Yes, we *are* repeating ourselves – it's *that* important!)
2. Adults learn best from their own experiences.
3. Adults like tangible rewards and benefits from training.
4. Adults retain learning that they discover and forget much of what they are told.
5. Adults enjoy practical problem-solving. Adults want practical answers for today's problems.

And much more! Our challenge is to know the principles of adult learning, analyze which are important for each training situation and then incorporate them into our sessions.

For more information on Adult Learning Principles and how to incorporate them into *your* training sessions, we have handcrafted the following resources just for you – click on each title for more information:

Welcome to Your New Job As Trainer... Now What?

Training Essentials Virtual Mini
January 16, Noon ET/ 9 am PT

Facilitate Training for Results!

and

Take Your Training from Snore to Score!

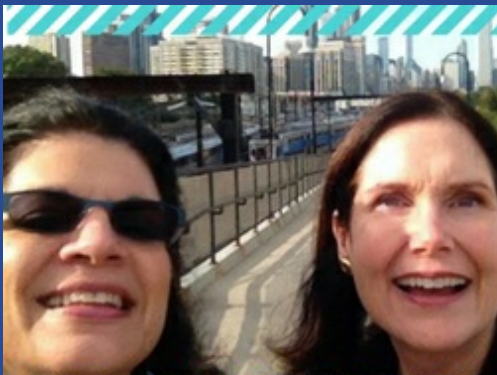
One-day public workshops
DC Metro and So CA areas
Spring and fall dates available!

Please join us and let's save the tantrums for the toddlers.

Cheers!

Team M&M

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Managing Partners



The Training
Clinic

We're all on this journey together!

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