



## DO THE CUPID SHUFFLE

Or the Macarena.

Or even the Hokey Pokey!

No matter what dance you choose, make sure you have all of your moves planned out 'cause you're gonna need them!

The reason? Sooner or later in your journey as an L&D professional, the time will come for you to jump into performance consultant mode and you'll want to use all of the good dance moves you have!

Performance consulting truly is like a dance. There's a lot of back and forth-ing, understanding the signals from your partner and knowing what to do next so you both don't stumble.

The most frequent question we get is "How do you know when to jump into performance consulting mode?" This is a great question because there will *never* be a potential client or stakeholder asking you to switch into that gear.

A major clue that might trigger your transition into a performance consulting approach is when you begin to feel some pushback or resistance from your client. This usually comes when you respond to their request for training with asking questions to better understand the problem versus scheduling the training they want.

This resistance should not be taken personally. On the contrary! It is your *signal* to

gently pull them into the performance consulting process. Push and pull – great dance moves, don't you think?

For more information on the performance consulting process, click [HERE](#) and check out our *Certified Performance Consultant* program. We offer it virtually and in a traditional classroom setting for your convenience!

Keep on dancin'!

**Maria Chilcote & Melissa Smith**  
**Managing Partners**  
**The Training Clinic**



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

