



No Tantrums Here!

When toddlers are uncomfortable with a situation, they usually throw a tantrum.

This is depicted by them screaming, throwing themselves on the floor and screaming, breaking a toy and screaming...you get the picture.

If only our learners would scream (NOT that we're comparing our learners to toddlers!).

Here's what we mean by that.

When our learners are uncomfortable in a training environment, they disengage.

This is usually evidenced by them picking up their phone, chatting with a neighbor, or in some cases, looking RIGHT AT US but thinking about what they're going to eat for dinner that evening.

Our job as trainers is to make sure our learners are engaged. How do we do this? By plugging into them! Notice we say *plugging in* and not *giving in*!

Here are some ways you can very quickly plug into your learners:

1. Send them a **pre-session email**, providing them with session particulars and asking *them* what they hope to get out of the workshop.
2. At the start of the session, ask *them* which **session objectives** are most important to them.
3. Find out about their **previous experience** with the skills or knowledge you are teaching and even more importantly, their *attitude* towards this new skill or knowledge.
4. Ensure that **50/50 learning** is occurring. In other words, make sure you are only speaking or "on" for 50% of the time and that they have the other 50% of the learning time.
5. Ask *them* to tell you what they've **learned** instead of you rifling off the learning points at the end of an activity or session.

So, although learners are not toddlers, it's good to remember that it's all about *them* in a learning situation.

For more tips on how to engage your learners and not have your own type of learner meltdown, click below on the following resources we have crafted especially for you:

Facilitate Training for Results!

One Day, ILT Workshop
October 1- DC Metro area
October 29 - Southern CA

***Take Your Training from Snore to Score:
Make Adult Learning Come to Life***

One Day, ILT Workshop
October 2- DC Metro area
October 30 - Southern CA

***What Have You Done for Me Lately
and
Step Away from the PowerPoint Quick Ways to Increase Participation***
One Hour Training Essentials Virtual Minis
Previously Recorded

So join us keep your learners comfortable, happy and engaged!

Cheers,

Team M&M
Melissa Smith & Maria Chilcote



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