



If you were a rebellious kid (like Maria), you may remember being directed to the “time out” chair for some silent reflection during your formative years!

Fast forward to your role as an adult trainer and there are times you WISH you had a timeout chair to banish some of those disruptive participants to!

You know these folks. They don’t want to be there, don’t want to participate and resent having their time wasted.

Sound familiar?

Believe it or not, at the heart of *most* of this childish behavior is someone who is crying out to be treated as an adult.

Adults hate to be told what to do, how to do it, when to do it and where to do it. But yet, many of us spend our days on the receiving end of just that! So, when we’re given an open forum (like a training workshop) this anguish just spills out, messiness and all.

To help remedy this, remember (despite their child-like behavior) that you are training adults. Having a good handle on adult learning principles is key to addressing this angst and turning resistant learners into engaged learners.

For example, adults like to make choices. Give your participants free reign on where they sit in the classroom. You can always mix them up by using small group activities later. Other choices can be made available, too, like selecting which case study to work on, which objective matters most to them, and which person to work with on an assignment.

Another adult learning principal to actively put into practice is that adults determine when they want to learn and what they want to learn. Make sure that you find out about your participants knowledge, skill and attitude towards a certain topic before you plunge in and expect them to follow.

For more information on how to incorporate adult learning into *your* training, click on the following resources below that we have crafted especially for you!

De-Mystifying Adult Learning Techniques

60 Minute Training Essentials Virtual Mini
August 8, 2018

Facilitate Training for Results!

One-day workshop available in DC Metro and SoCA

So next time you have the urge to send someone to the timeout chair, try elevating and engaging them as an adult.

Cheers!

Team M&M

Maria Chilcote & Melissa Smith
Managing Partners



The Training Clinic
<https://thetrainingclinic.com>
info@thetrainingclinic.com
800-937-4698

