



What About MEEEEEE???

We always find it humorous, as instructors, that when you gather a group of adults in a learning environment their behaviors get to be a bit, well - needy!

We hear things like:

When are they bringing more coffee?

Where can I find another outlet?

What time is the break?

Where did you say the restroom was?

How long do we have for lunch?

Are there more of those little cinnamon bun thingies?

As instructors, we do the best we can to meet these basic human needs for our participants for their comfort – and for our sanity!

In addition to these basics needs, we also need to meet our learner's *learning* needs.

Each and every one of them needs to feel we are relating to them directly. If not, they will quickly become disengaged.

To do this we need to:

- carefully craft our questions, in advance, so that they can think, reflect and participate as we guide them through the learning process
- practice good tenants of feedback and paraphrasing to maintain their self-esteem and set a safe learning climate
- pace the learning methods so that we maintain the energy of the group throughout the session for maximum engagement and retention.

For example, if we have just conducted a participative discussion (which is a lower energy level method) we can ramp up the energy by conducting a small group discussion or have learners complete a self-assessment (which is actually higher energy method because they get to concentrate on “ME!”).

We need to vary the methods every 15 minutes in the classroom and every 4-6 minutes in an online learning environment in order to maintain engagement and retention.

Is there a tool to figure out how and when to vary methods?

Why, YES! We have a wonderful, Training Clinic Exclusive tool to share with you to help you pace your methods throughout your training sessions.

To learn more about this unique tool and other ways to better relate to your learners, please click below on these awesome resources we have crafted just for you!

***What Have You Done For Me Lately?
Training Techniques that Relate to the Learner***

60 Minute Training Essential Virtual Mini
February 13, 2019
9 am PT/ Noon ET

***Facilitate Training for Results!
and
How to Craft Amazing Learning Materials and Activities***

One Day Workshops
SoCA & DC metro areas
Spring and Fall 2019

Join us and let's get those learners moving forward!

**Cheers,
Team M&M
Maria Chilcote & Melissa Smith
Managing Partners**



The Training Clinic

We're all on this journey together!

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