

YOUR TRAINING STYLE

Adapted from Training of Trainers Manual produced by AARP Foundation, August 1999

Do you believe that people learn best when (Choose the style that best describes your opinion):

€ Style A	€ Style B	€ Style C	€ Style D
<ul style="list-style-type: none"> • Information is presented in a clear, conceptually logical manner • Concise learning objectives are presented • When the trainer is a content expert • When all questions are answered completely • Learning has occurred when participants understand and can repeat the major learning point and back-up arguments for each point. 	<ul style="list-style-type: none"> • They are in a positive setting • They get personally involved in the training process • They get feedback on their actions • Learning about how the person functions in interpersonal situations is most important. 	<ul style="list-style-type: none"> • They enjoy the learning experience • They are persuaded by a dramatic presentation • Learning has occurred when trainees have agreed with the major points of the training and are motivated to use the training on the job. 	<ul style="list-style-type: none"> • Trainees have an active part in the learning process • Lessons are experienced whenever possible • They have a clear conceptual base from which to solve problems. • Learning has occurred when there is a behavior change.

Handout #2

€ Style A	€ Style B	€ Style C	€ Style D
<ul style="list-style-type: none"> • Solicits admiration • Emphasis is on goals • All material is covered in a direct, logical, concise way • Explanations are complete and step by step • Interventions are practical and detailed 	<ul style="list-style-type: none"> • Creates a climate of trust • Orientation is towards relationships • The learning process is more important than specific learning objectives • Trainee influences the direction of the discussion 	<ul style="list-style-type: none"> • Generates excitement and enthusiasm • Responsive to the learners needs and keeps their attention • Training is fun • Trainees are highly motivated 	<ul style="list-style-type: none"> • Solid, competent trainer who is imaginative • Primary focus is on the task • Sticks to the lesson plan but can adapt as needed • Has a problem solving attitude • Willing to meet the expressed needs of trainees
<ul style="list-style-type: none"> • Creates distance between trainer and trainee • Reduces opportunities for trainee to take the initiative • Can be inflexible 	<ul style="list-style-type: none"> • May not achieve all learning objectives • Need to watch personal boundaries • May be challenged by more aggressive trainees 	<ul style="list-style-type: none"> • Trainer can become a show-off • Lack of structure can lead to high ambiguity for trainees. • Trainee has fun but may not learn much. 	<ul style="list-style-type: none"> • Focus more on intellect than feeling • May be impatient with slow learners • May provide too many alternate answers