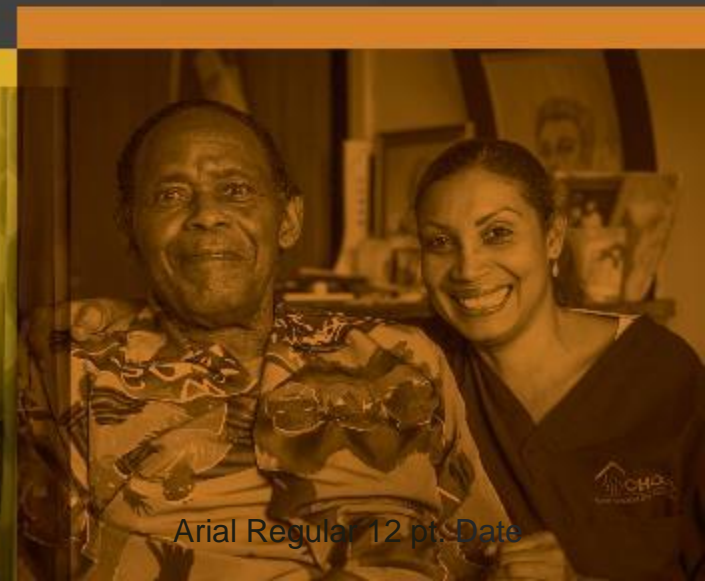


TPAAN Train-the-Trainer: Day 2

Emily Dieppa, Vice President of Workforce Innovations



How Do People Learn Best?

How much do we remember of what we...

Read?.....____%

Hear?.....____%

See?.....____%

See and hear?.....____%

Say?.....____%

Say and do?..... ____%

Research Results – What We Remember

Of what we read - **10-20%**

Of what we hear - **30%**

Of what we see - **30%**

Of what we see & hear - **50%**

Of what we say - **70%**

Of what we say and do - **90%**

Knowing The Learner

What are some common life challenges?

What are their feelings about education?

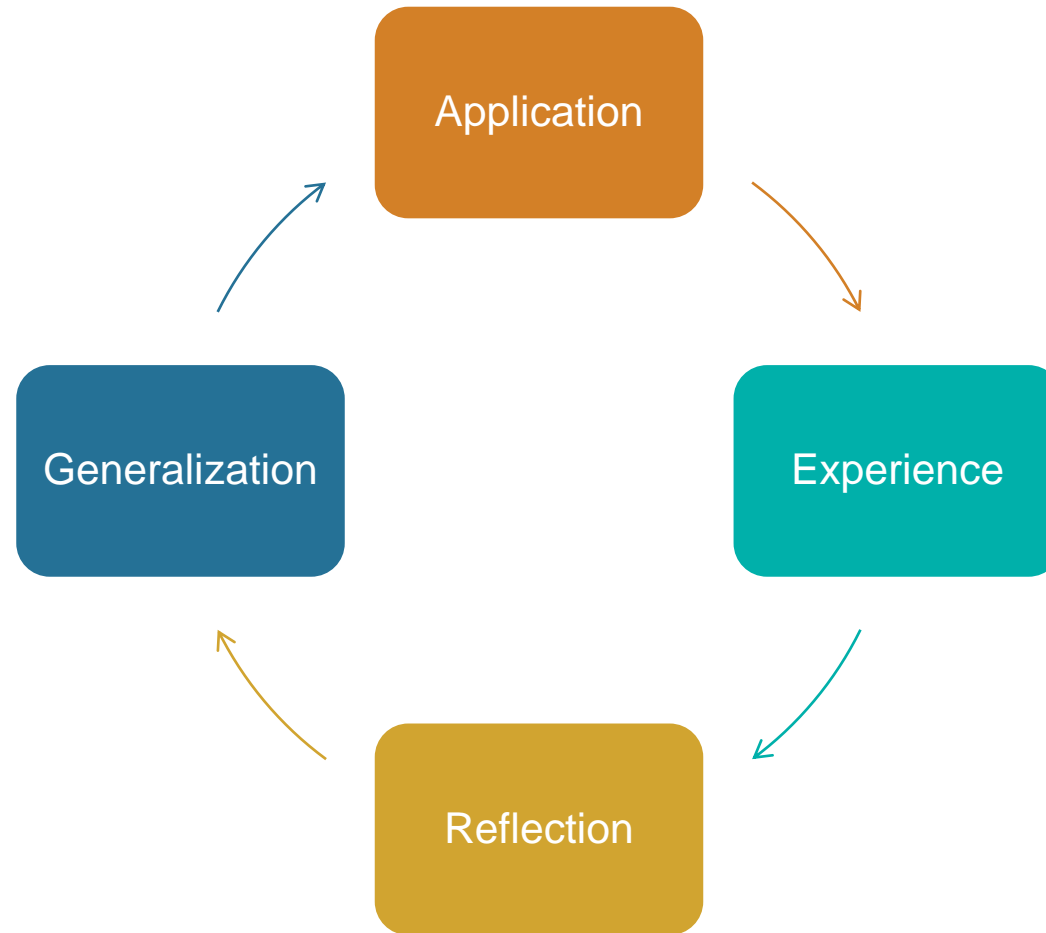
What are their feelings about this training?

What could their learning styles be?

What are their personal styles? Are they more introverted, more extroverted...

What are their personal values or beliefs?

The Adult Learning Cycle



Values Facilitation

Values Continuum #1



Encouraging
Questions/Interruptions

Discouraging
Questions/Interruptions

Values Facilitation

Values Continuum #2



Getting Everyone
to Participate

Getting Through
the Material

Values Facilitation

Values Continuum #3



Making a
Teaching Plan

Being
Spontaneous

Values Continuum #4



Following Rules

Bending Rules

Values Facilitation

Values Continuum #5



Avoiding Conflict

Addressing Conflict

Next Steps

Follow-up call:

Thursday, June 16; 11:00 a.m. - noon

- Timing for Training
- Support for Training
- Data Collection





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