

# What kind of trainer are you?

Brian Washburn  
Co-founder/CEO, Endurance Learning  
brian@endurancelearning.com



---

---

---

---

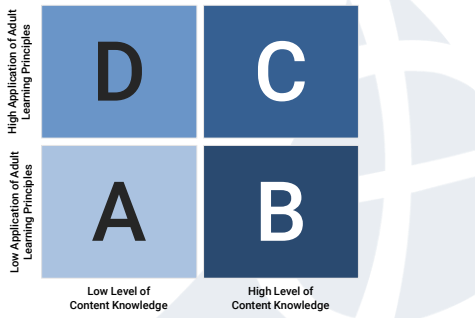
---

---

---

---

1



---

---

---

---

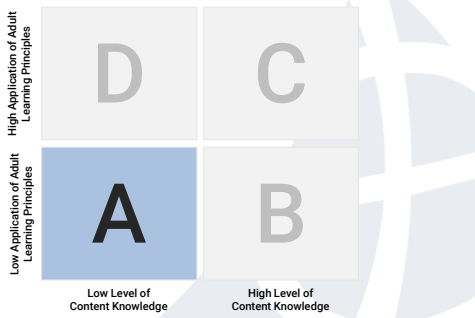
---

---

---

---

2



---

---

---

---

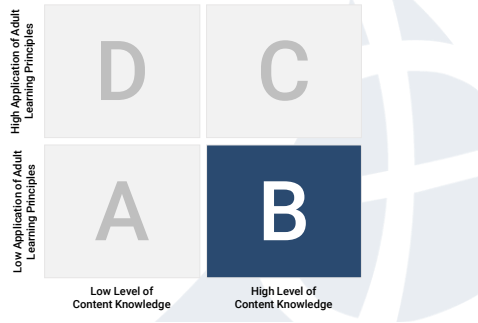
---

---

---

---

3



---

---

---

---

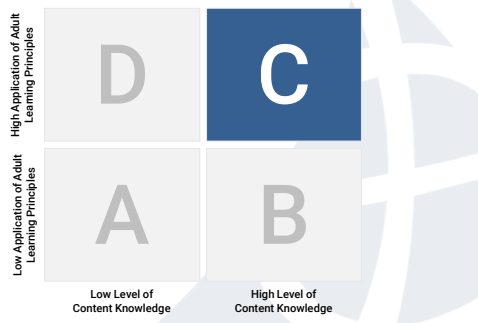
---

---

---

---

4



---

---

---

---

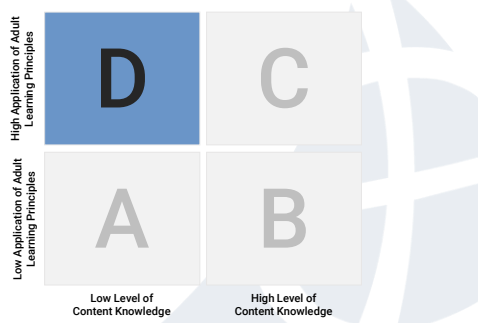
---

---

---

---

5



---

---

---

---

---

---

---

---

6

Where do you fall in?

Low Level of Content Knowledge

High Level of Content Knowledge

| Statement   | Low Level of Content Knowledge | High Level of Content Knowledge |
|---|--------------------------------|---------------------------------|
| 1. I have spent considerable time watching the video and trying to understand the topic.        |                                |                                 |
| 2. I have had personal life experience to be successful in applying the topic to my real world. |                                |                                 |
| 3. I have been able to help others learn the topic.   |                                |                                 |
| 4. I have been able to help others learn the topic.   |                                |                                 |
| 5. I have been able to help others learn the topic.   |                                |                                 |
| 6. I have been able to help others learn the topic.   |                                |                                 |
| 7. I have been able to help others learn the topic.   |                                |                                 |
| 8. I have been able to help others learn the topic.   |                                |                                 |
| 9. I have been able to help others learn the topic.   |                                |                                 |
| 10. I have been able to help others learn the topic.  |                                |                                 |

---

---

---

---

---

---

---

---

---

---

---

---

7

For which quadrant do you think a lot of your **scripted** training is designed/written?

---

---

---

---

---

---

---

---

---

---

---

---

8

Beyond your mastery of the subject matter and your ability to bring strategies for applying adult learning principles into your training, what else is important for a trainer to be able to do?

---

---

---

---

---

---

---

---

---

---

---

---

9

| Competency               | 3 - Proficient Facilitator   | 2 - Proficient Facilitator   | 1 - Developing Facilitator   | Score |
|--------------------------|--|--|--|-------|
| Subject Matter Expertise | <ul style="list-style-type: none"> <li>Has a deep understanding of the training program and its content that allows them to answer questions and address concerns.</li> <li>Can answer questions about the program and its content with confidence and accuracy.</li> <li>Can answer questions about the program and its content with confidence and accuracy.</li> <li>Can answer questions about the program and its content with confidence and accuracy.</li> </ul>  | <ul style="list-style-type: none"> <li>Has a good understanding of the training program and its content that allows them to answer questions and address concerns.</li> <li>Can answer questions about the program and its content with confidence and accuracy.</li> <li>Can answer questions about the program and its content with confidence and accuracy.</li> <li>Can answer questions about the program and its content with confidence and accuracy.</li> </ul>  | <ul style="list-style-type: none"> <li>Has a basic understanding of the training program and its content that allows them to answer questions and address concerns.</li> <li>Can answer questions about the program and its content with confidence and accuracy.</li> <li>Can answer questions about the program and its content with confidence and accuracy.</li> <li>Can answer questions about the program and its content with confidence and accuracy.</li> </ul>   |       |
| Presentation Skills      | <ul style="list-style-type: none"> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> </ul> | <ul style="list-style-type: none"> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> </ul> | <ul style="list-style-type: none"> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> </ul> |       |
| Results focused          | <ul style="list-style-type: none"> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> </ul> | <ul style="list-style-type: none"> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> </ul> | <ul style="list-style-type: none"> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> <li>Facilitates both between addressing content and providing support for learning, including providing feedback and encouragement.</li> </ul> |       |

10

---

---

---

---

---

---

---

---

---

---

---

---

| Competency               | What activity(ies) will you take? | By when? | What will success look like? |
|--------------------------|-----------------------------------|----------|------------------------------|
| Subject Matter Expertise |                                   |          |                              |
| Presentation Skills      |                                   |          |                              |
| Flexibility              |                                   |          |                              |
| Results focused          |                                   |          |                              |

11

---

---

---

---

---

---

---

---

---

---

---

---

### Strategies for "Rubric Mobility"

**GENERAL** The Buddy System

12

---

---

---

---

---

---

---

---

---

---

---

---

### Strategies for "Rubric Mobility"

Subject Matter Expertise

Study, study, study

Brainstorm potential questions

1 → 2

13

---

---

---

---

---

---

---

---

### Strategies for "Rubric Mobility"

Subject Matter Expertise

Collect relevant examples from your own experiences

2 → 3

14

---

---

---

---

---

---

---

---

### Strategies for "Rubric Mobility"

Presentation Skills

Study the film

Enlist someone else to study the film

1 → 2

15

---

---

---

---

---

---

---

---

**Strategies for "Rubric Mobility"**

Presentation Skills

Take a training course

Observe and "borrow"

Technologies!!

2 → 3

---

---

---

---

---

---

---

---

16

**Strategies for "Rubric Mobility"**

Flexibility

Find a timekeeper

Active listening

1 → 2

---

---

---

---

---

---

---

---

17

**Strategies for "Rubric Mobility"**

Flexibility

Know your learning objectives

Be an improv artist

2 → 3

---

---

---

---

---

---

---

---

18

### Strategies for "Rubric Mobility"

Results-focused

Needs assessment

Track your own progress

1 → 2

19

---

---

---

---

---

---

---

---

### Strategies for "Rubric Mobility"

Results-focused

In-depth knowledge of materials

Go beyond your comfort zone

2 → 3

20

---

---

---

---

---

---

---

---

Action Plan: Strategies to Improve Training Facilitator Skills

| Competency               | What action(s) will you take? | By when? | What will success look like? |
|--------------------------|-------------------------------|----------|------------------------------|
| Subject Matter Expertise |                               |          |                              |
| Presentation skills      |                               |          |                              |
| Flexibility              |                               |          |                              |
| Results focused          |                               |          |                              |

21

---

---

---

---

---

---

---

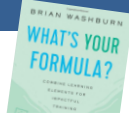
---



Brian Washburn  
Co-founder, CEO  
brian@endurancelearning.com  
@flipchartguy



[51elementsoflearning.com](http://51elementsoflearning.com)



---

---

---

---

---

---

---

---