

# Trainer's 3-minute health check!

Why not take 3 minutes to check your health as a growing Trainer? Simply circle the answer that is most like you.

**1) You're asked to carry out a training needs analysis. Do you...**

- a) Feel delighted that your expertise is recognised
- b) Shake the dust from a training needs analysis you helped with a few years ago. You're sure that with a little help of a book or two you could manage it!
- c) Panic – where do I start?

**2) You can see a gap in the training courses offered by your organisation and have some ideas on how this could be filled. Do you...**

- a) Jot down your ideas for a presentation to your Manager, including your design plan with the latest accelerated learning techniques and innovative activities that you know will prove popular and are confident in designing
- b) Discuss your ideas with a colleague more experienced in design – you're sure that they could help you to produce a workable course.
- c) Suggest you look for an external designer, who could come up with the goods for you.

**3) You are about to deliver a participative training course to a group of learners that are generally recognised as being challenging. It includes role-plays, feedback and facilitated discussions. Do you...**

- a) Relax, confident that your experience and skills are more than sufficient for this course – you're looking forward to meeting the delegates.
- b) Spend any spare time you can, reviewing your notes on the activities involved and researching how to deal with challenges in the training room.
- c) Feel sick every time you think of this course – you're already planning on how you could get out of it!

**4) Your organisation wants some idea of return on investment in training. Your manager asks you your opinion of how you could improve the evaluation you currently do, to provide this type of data. Do you...**

- a) Feel excited at the prospect that finally you are being taken seriously and advise her of the processes you could introduce, to move from your current validation system to a true evaluation process, showing measurable results.
- b) Explain that you have only had experience of measuring post-course feedback and occasional analysis of knowledge and skills retention back in the workplace. You would be interested in taking your evaluation process further, but would need support in doing this.
- c) Consider how you can tactfully tell your manager that you have no idea what she is talking about!

## If your responses were ...

- **Mostly, or any 'A's**

Well done! You have obviously worked hard at developing your knowledge and skills in all aspects of the training cycle and are reaping the benefits of your personal development. You are probably the type of trainer who takes their continuing professional development seriously.

- **Mostly, or any, 'B's**

You clearly have a solid foundation of knowledge, skills and confidence in most aspects of the training cycle. You may now be finding that you need to take both knowledge and skills a step further, in order to fulfil your career requirements and personal potential.

- **Mostly, or any 'C's**

Don't beat yourself up over what you don't know – we all have to start somewhere!

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## What next....

Whether you are at 'A', 'B' or 'C' level, here are some development solutions to meet your needs....

**If** you work with colleagues who are at a similar stage in their development, I can design and deliver a cost-effective 'in-house' solution for you. Contact me at [angela@amlconsultancy.com](mailto:angela@amlconsultancy.com)

**If** you would benefit more from an open, external programme, I can recommend the best solution for you, through my links with The Institute of Training & Occupational Learning (ITOL). You'll be able to gain a recognised, professional qualification that will help you in your career. Contact me at [angela@amlconsultancy.com](mailto:angela@amlconsultancy.com).

**If** you're looking for a development solution that you can use on an ad-hoc basis, you may find that the **Trainer Routes**® package of questions and activities to grow today's trainer, is the ideal development tool for you. Including 40 different activities in all aspects of the training cycle, it is just the type of thing that you can dip in to during your personal development time, to test and refresh your knowledge. If you'd like to buy a pack, drop me an e-mail, at [angela@amlconsultancy.com](mailto:angela@amlconsultancy.com). I can then send you more information.