**Training Methods9**

*This list contains a variety of training methods and a brief description of each that can be used to measure success. This is not meant to be a definitive list, only a helpful menu of options. Try a new technique. There are plenty to choose from!*

**Method Description**

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| **Action Maze** | A programmed type case study that is conducted manually. Learners choose from alternatives at decision points. A case description provides the information needed to reach the first decision point and provides options from which to select. After a decision, the group is provided the new “frame.” It explains the consequences of their actions and contains more information. |
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| **Buzz Sessions** | Small groups discuss an assigned topic. At the end of a specified period, they report back to the whole group. |
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| **Case Studies** | Presents real or fictional situations or problems for learners to analyze, discuss, and to recommend actions to be taken. Emphasis is on decision making. |
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| **Dramatizations** | Acting out a situation to prove a point. |
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| **Evaluations** | Learners analyze a situation or materials to determine appropriateness or worth. |
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| **Fishbowl** | A discussion group in which a few members of the group sit in the middle of the room while the others ring their chairs around the group. The center group (the fishbowl) has a meeting or discussion, and the outer group (observers) observes. After a certain time, some learners may exchange places, or the discussion may be opened up for observations or questions from the observers. |
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| **Four Corners** | An approach allowing participants to make a decision about a problem or question. Once presented with the problem or question, participants pick their response from one of four options and go to that number/corner. Once there, participants break into small groups and can discuss that topic in further detail. |
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| **Games** | A rule-governed learning activity that is engaging to participants and helps to practice or reinforce training content.  |
| **Jigsaws** | A technique designed to increase learners’ sense of responsibility for their learning by making each one an “expert” on one part of a topic, and then having each learner teach the part on which she/he is an “expert” to the others in his/her group. |
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| **Method** | **Description** |
| **Modeling** | A demonstration of the exact behaviors wanted in the learner. Used in behavior modeling to change behavior. Usually done with video, but can be done live. |
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| **Polling** | Individuals can use an app to respond to polls in a PowerPoint in real time using their phone or computer.  |
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| **Problem Solving Sessions** | Small groups develop a set of proposals to solve theproblem(s) outlined in a scenario. In the large group, each proposal is critically discussed as it is presented. |
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| **Simulation** | Any exercise that includes a simplified form of real life situations. |
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| **Structured Exercise** | Acting out a situation to prove a point. |
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| **Team Teaching** | An activity that takes all pieces of the information and brings them together in an activity that lets the learner apply new information, practice new skills, and/or simulate experiences. |