

Well done!



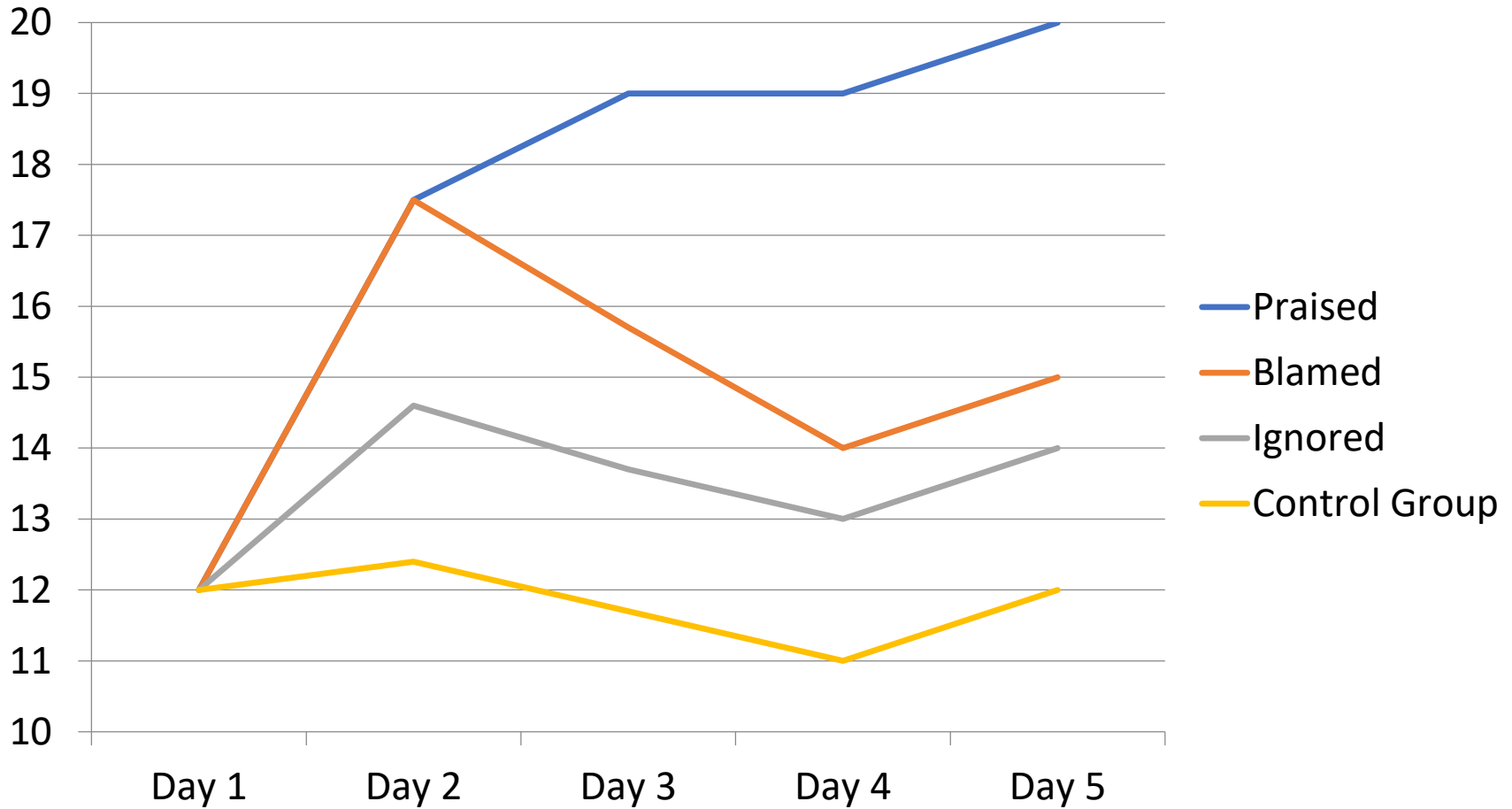
- *aiming for higher levels of learning –*
EATS 2019, Berlin



YOUR ROLE AS A TRAINER

- 1) To make myself as a trainer look good, wise, and competent
- 2) To make the training session pass by as fast as possible
- 3) To make the trainee reach his, her highest possible level of learning.

THE EFFECT OF PRAISE



BOWLING

Group 1:

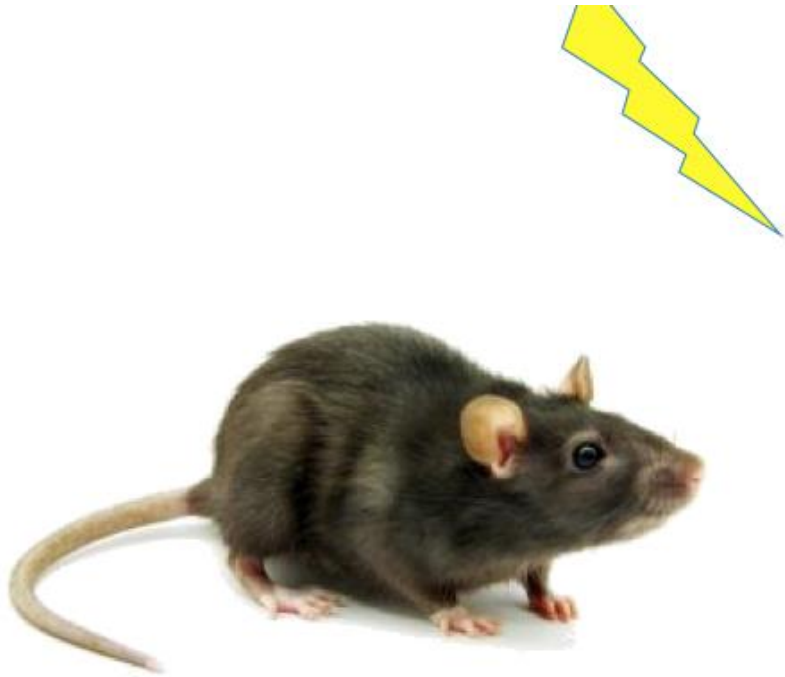
Was asked to review only what they did well

Group 2:

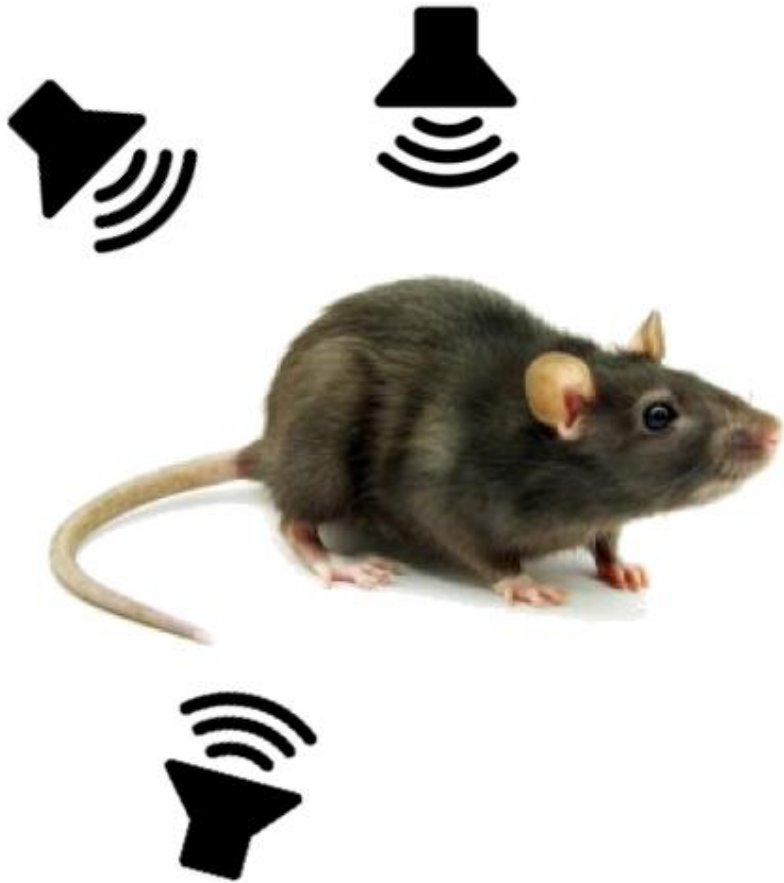
Was asked to review only what they did poorly

100%

*Doctor Daniel Kirschenbaum,
University of Wisconsin*













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INTELLIGENCE OR EFFORT?

“You are very clever at maths”

OR

“It is obvious from your grade that you have worked very hard to prepare for this quiz”

CAROL DWECK

Professor of psychology at Stanford University



“The student hears: oh – you think I am brilliant and talented. That’s why you admire me – that’s why you value me. I better not do anything that will disprove this evaluation.

As a result they enter a fixed mindset, they play it safe in the future and they limit the growth of their talent”

CAROL DWECK

Professor of psychology at Stanford University



“Focusing on the strategies people use, the way they stretch themselves and take on hard tasks, the intense practice they are doing, is different.

They don’t feel: oh, if I make a mistake you wont think I am talented. They think: Oh, if I don’t take on hard things and stick to them I am not going to grow.”

GIVING FEEDBACK

- Use the word BUT responsibly...
- Turn the negatives into positives
- Focus on praising
- Praise EFFORT (not talent or intelligence)

-and be kind, ask thoughtful questions and listen

TURNING BEER BELLIES INTO SIXPACKS

