



Adopting the

# "PT MINDSET" IN TRAINING

Here are three things you can do to dump the keynote mindset and adopt the PT Mindset in workplace training. For more, see Jonathan Halls' article at [www.td.org](http://www.td.org)

## 80/20 PRINCIPLE

Plan only 20% of class time out front. That means keeping presentations short.

Instead, allow learners to spend the remaining 80% of class time **DOING** activities like discussion, exercises, and practices with feedback and reflection.

I hear and I forget, I see and I understand, I do and I remember.  
**CONFUCIUS**



It's OK to break some of the "Universal Collective Rules of Training". But which ones? When you consider starting class late, skip an exercise or break another 'rule of training', ask these 2 questions: "Will breaking this rule help learning?" And, "Is it ethical?" If the answer is yes to both, break it.

**I love rules and I love following them. Unless that rule is stupid.**  
**ANNA KENDRICK, SCRAPPY LITTLE NOBODY.**



## Make 'em Work

Learning is messy and hard work. If it's too easy for the learners, there's a good chance you're doing all the work. Stop answering every question – leave some hanging for learners to solve. Pose extra problems for learners to struggle with because that leads to deeper learning.

Curiosity is the wick in the candle of learning.  
**WILLIAM ARTHUR WARD**

Learning takes place on board the learner. Not in front of a class or in a slide deck. Our job as trainers is to get learners doing the stretch, and resist doing it for them.

