

3 More Ways to Check for Understanding

From "The Ten-Minute Trainer" and
"Training from the BACK of the Room!"

While you may not know for sure that learners will remember, understand, and apply the information you've taught them, using "check for understanding" strategies during the class or training will enable you to get a better picture of what learners DO understand and what content you need to review or re-teach. Here are three more "check for understanding" strategies to use with any topic and any group of learners:

SIGNAL-BACK: Ask learners a series of questions (or make a series of verbal statements) pertaining to the content you just covered during the lecture-segment of your class. Have them show you a signal in response to your question or statement: thumbs up if true, thumbs down if false; say yes/no; stand if agree, sit if disagree. You can also use signals to make sure learners understand any activity instructions.

WRITE-BACK: Ask learner a content-related question. Instead of responding verbally or with a signal, each learner writes a one or two-sentence response on an index card. Insert two or three Write-Backs into your lecture, then collect the cards when there is a break. Quickly read the responses during the break. If the Write-Backs indicate that there is some confusion about the content, review the information again when the class resumes.

PLAY-BACK: Don't call it "role-play" (most learners hate role-play). Call it "Improv" (most learners love improvisation). In a "Play-Back," you tell learners you'll play one role and they are to improvise their responses by playing another role. For example, in a customer service training, you become the upset customer and learners take turns improvising what they would say/do to resolve the situation if they were the sales employee. The Play-Back can be short (1-2 minutes) or longer, if you want most/all learners to take part in the Improv. Play-Backs can also be done with learners improvising their roles in pairs, triads, or small groups, then acting out their improvisations for the class.



Want more? Check out Sharon's books "*Training from the BACK of the Room!*" and "*The Ten-Minute Trainer*" on Amazon.com. Or plan to join a global group of trainers in Nashville, Tennessee, October 3rd - 5th 2016 for Sharon's popular 2-day "*Training from the BACK of the Room!*" class and 1-day "*Trainer Certification Course*." Go to www.Bowperson.com for more information about these practical, brain-based training programs.