

Best and Worst Training Outcomes. ©2010 Rich & Associates

This is a list of the common characteristics about good and bad learning experiences. It demonstrates realistic expectations for students as well as teachers as to how everyone should act and react before and during a training session.

Best things that can happen in training

People learn about a subject.
The class has valid and up-to-date subject matter and handouts.
Classroom technology is up-to-date and works.
Students are encouraged to participate.
Students feel safe to ask any type of question at any time.
There is a two-way communication channel between the teacher and student.
Students are engaged with the subject.
Teacher is very approachable.
Clear explanations are provided in understandable, jargon-free terms.
Students are intellectually stimulated and become more self-directed.
There is a positive learning environment.
Each stage of the lesson is well paced; this allows student to follow along easily.
The training applies to the student's job.
There is time to practice.
Feedback is provided as to how the student did.
The teacher did the proper planning and it shows.
Students and teachers are respectful.
The training meets the student's needs.
Time is used advantageously.
Training and learning objectives are achieved.
The class is fun.

Worst things that can happen during training

Students do not learn much.
Handouts are out-of-date, materials are poorly designed, or are not available.
Classroom technology does not work.
Students are not encouraged to participate or ask questions.
There is only one-way communication.
Students are not engaged with the subject.
Teacher is not approachable, is verbally rude, or insults the students.
Too much unexplained jargon is used.
Students are not intellectually challenged and find, the class boring.
This is a negative learning environment.
Each stage of the lesson is not well paced, causing information overload.
Classroom information does not make sense and cannot be used later.
Students cannot understand how to use the training.
There is no time for practice or discussion time.
There was no feedback to each student about how he or she is performing.
The teacher is not prepared and it shows.
Students and teachers are not respectful.
The training did not meet the student's needs.
Time is wasted.
Training and learning objectives are not achieved.
Students are frustrated.