

### **What's your style?**

Here is a list of assumptions often made by trainers. Consider each of these paired statements in turn and mark them so that their scores, when added together, equal 10. Give a higher mark to the statement you most closely agree with. No statement may receive 5 marks.

a.	- it is the trainer's sole responsibility to decide on and set the agenda of the training	a.
b.	- the learners should decide what they learn and how they learn it	b.
c.	- people learn best by doing and perceiving the consequences of their own actions	c.
d.	- people learn best by watching, copying and listening to experts	d.
e.	- learners must be trusted to find the answers for themselves and should be encouraged to question perceived wisdom	e.
f.	- the trainer should always be an expert in their subject and know all the answers	f.
g.	- the trainer's status should always be higher than the learner's because they are expert in their subject	g.
h.	- the learner's needs must always take precedence because they are the most important people in the learning process	h.
i.	- the trainer must take the lead and be an exceptional presenter and communicator	i.
j.	- the trainer should act as a resource and facilitator, providing the environment the learner needs to succeed	j.
k.	- it is best that the learners organize their own route to achieving their goals	k.
l.	- it is best that all learners do the same things at the same time so that the trainer can keep control of what is being covered	l.
m.	- it is impossible to match everything taught to everyone's needs, so it is best to aim training at those with average ability.	m.
n.	- learners should be allowed to work at their own pace which reflect their level of ability	n.

***The United Nations Development Programme & Government of Romania***

*'Combating Trafficking in Human Beings'-*

*A Regional Law Enforcement Anti-Trafficking Manual - 'Best Practice'*

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o.	- learners should develop their own procedures and methods of working from scratch	o.
p.	- experts should work out the best methods of working before training learners in the procedures they have developed	p.
q.	- learners should be encouraged to experiment and take risks which can lead to failure as well as success	q.
r.	- training programme need a rigid and well defined structure that has been tested to ensure consistency of approach and success	r.
s.	- people enjoy learning for its sake	s.
t.	- people need to be made to learn	t.
u.	- it's the trainer's responsibility to make decisions about people's abilities and competences and what further training they need	u.
v.	- learners are the best judge of their own abilities and competences and are in the best position to decide on their training needs	v.
w.	- learning can take place wherever the learner is, as people have the capacity to learn all of the time	w.
x.	- training can only take place where the trainer is, as people only learn when they are taught	x.

### **Score Sheet**

Enter your score for each statement in the appropriate column below and add them up to get total scores for each of the two training styles.

<b>Trainer-centered style (T)</b>		<b>Learner-centered style (L)</b>	
a.		b.	
d.		c.	
f.		e.	
g.		h.	
i.		j.	
l.		k.	
m.		n.	
p.		o.	
r.		q.	
t.		s.	
u.		v.	
x.		w.	
<b>Total</b>		<b>Total</b>	

Subtract the lower total from the higher total and enter your result on the T/L continuum line.

#### **T/L continuum**

**Trainer – centered**

**Learner – centered**

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**120 110 100 90 80 70 60 50 40 30 20 10 0 10 20 30 40 50 60 70 80 90 100 110 120**

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## ***Trainer – centered and learner – centered assumptions***

Your answers reflect your position on a continuum of beliefs about how people learn. In the extreme, these can be best described as T and L as follows:

### **T**

The trainer is the most important person in the learning process

It is the trainer's sole responsibility to decide who should be trained and how the training should take place.

Trainers are the experts, taking the lead and passing on their own knowledge.

The trainer must be an excellent presenter and communicator.

People need to be made to learn.

The best training has well-defined structure that is rigidly followed, ensuring everyone is given exactly the same experience.

### **L**

People only learn what they choose to learn and so need to be in control of their own learning environment

The learners must take responsibility for their own learning, making decisions about their own objectives and methods to get results.

Everyone's experience is equally valid, with the trainer being just one of the resources available to the learner.

The primary role of the trainer is to maintain the environment best suited to learners.

People enjoy learning for its own sake.

People should be allowed to plan their own learning routes, take risks and make mistakes, in order to develop in their own ways.