

Learner Technique

Closing

A feeling that...

1. Movement-Something was accomplished
Reflect / Review / Assess / Evaluate to expectations
2. Meaning - That the learning made sense/well understood
List top 10 concepts / Team mind maps / Share learnings
3. Value – Time was well invested/worthwhile
Have them explain what they've learned / Demonstrate skill / Recognition from outside source
4. Completeness-Nothing important was missed
Closing ritual / Celebrate / Certificates / Evaluations
5. Next Steps – They have additional resources
Assign follow-up / Provide resource lists

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Closing Reviews

Balloons ~ Questions ~ String Web ~ Jeopardy
Musical Chairs ~ Coded Messages ~ Crossword
Puzzles ~ Teams create quizzes ~ Squirm box
~ Letter of Learning

Evaluations

Douglas Kirkpatrick

- I. **About the Training:** immediate assessment of how participants felt
- II. **Learn the skill, knowledge:** test
- III. **Use:** on-the-job difference
- VI. **ROI:** Business Impact

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