

Trainer Takeaway: Improving Training That Sticks

Key Principles to Remember:

- Clarity beats expertise – simplify without dumbing down.
- Structure builds trust – learners need a clear path.
- Emotion drives attention – relevance matters.
- Resistance is not defiance – it's uncertainty.
- Decision-based learning engages all experience levels.
- Sustainability matters – fewer messages, stronger impact.

One Question to Ask Before Any Training:

"What should participants be able to do differently after this?"

One Small Change to Try Next Session:

STAND – Supporting Trainers Statewide