

**INTERACTIVE TRAINING TECHNIQUES AND INCLUDING OLDER SURVIVORS**

National Clearinghouse on Abuse in Later Life



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**Office on Violence Against Women Abuse in Later Life Program**

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This project was supported by Grant No. 2014-TA-AX-K050 and 2016-TA-AX-K071 awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this publication/program/exhibition are those of the author(s) and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.

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**NCALL Modules on Training Strategies**

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- Creating Engaging Interactive Presentations and Trainings
- Interactive Training Techniques and Including Older Survivors
- Tips for Trainers

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**As a Result of This Training, Participants Will Be Better Able to:**

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- Describe the needs of adult learners
- Utilize various interactive training techniques
- Identify when to use older survivors as speakers and strategies to support them

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5 **Adult Learning**

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**How People Process Information**

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- Three main learning styles
  - Visual
  - Auditory
  - Kinesthetic

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Build on Expertise in the Room

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“Who has ever...?”

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Hands On Problem Solving

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“Let’s see if we can figure out the best way to...”

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9 Facilitation Strategies

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## Facilitation

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"Assisting or guiding participants in the process of learning, by fostering a collective effort, encouraging group problem solving and providing a framework for the group to achieve their goals."

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## Participant-Centered Facilitation

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The participant is actively involved, not a passive recipient!

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## General Facilitation Strategies

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- Listen – stay present
- Build interaction and engagement
- Provide constructive feedback
- Manage conflict
- Move the dialog towards your teaching points

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### Verbal Skills

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- Open ended questions
- Clarifying questions
- Paraphrase and reflect back comments or context

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### Be Aware of Your Audience

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- Have your participants engaged with you?
- Have you, as facilitator, done all the talking?
- What is the level of energy in the room?
- Are your participants actively participating?

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### Interactive Training Techniques and Tips

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## Teaching Methods

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- Mini-lectures
- Small groups and report back
- Large group discussions
- Interactive exercises
- Videos
- Survivors sharing lived experience

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## Mini-lectures

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- Keep less than 20 minutes
- Use visuals that are clear and not too busy
- If possible, ask questions throughout
- Move around if possible

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## Small Groups Tips #1

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- Give clear directions
- Consider using flip charts so participants can move and see content discussed
- Ask groups to identify a reporter and recorder

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## Small Groups Tips #2

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- Ask for 1 – 3 points from each group; not the entire list
- Close discussion by asking if anyone has anything else to add
- Make your key training points as a transition to next section

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## Large Group Tips #1

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- Ask clear questions that lead to training points
- Allow for silence to let participants consider possible answers
- Try to engage as many participants and points of view as possible
- Use an wireless microphone or be prepared to repeat back comments from participants

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## Large Group Tips #2

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- Allow time for the room self correct
- Keep an eye on the clock
- Always close by having the last word bringing participants back to the key teaching points

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### Interactive Exercises

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- Scripted exercises, role plays, case scenarios
- Preparation
- Clear directions
- Invite but do not demand engagement
- Debrief

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### Video Tips

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- Check equipment before the training to make sure the video, including sound, works
- Do not start a video without a brief set up
- If the content is difficult to watch, let audience know in advance
- Give participants time to debrief and process video
- Make key training points to close discussion

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### Inviting Older Survivors to Share Their Lived Experience

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## Inviting Older Survivors to Speak

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Bonnie Brandt  
Director, National Clearinghouse on Abuse in Later Life  
First Director, Abuse Helpline

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## Summary

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- Adults learn through visual, auditory and kinesthetic methods
- Various teaching styles can be used to make presentations and trainings engaging and interactive
- Carefully consider when to use older survivors as presenters and how to support them

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## Staying Connected to NCALL and Other Advocates

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Sign up for our newsletter:  
<http://oi.vresp.com/?fid=03fcc93262>

Join our listserv for advocates serving older survivors: [ncall@ncall.us](mailto:ncall@ncall.us)

Join us on Facebook:  
[www.facebook.com/ncall.us](http://www.facebook.com/ncall.us)

Join us on Twitter:  
[www.twitter.com/ncall\\_us](http://www.twitter.com/ncall_us)

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National Clearinghouse on Abuse in Later Life (NCALL)

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National Clearinghouse on Abuse in Later Life, a project of End Domestic Abuse Wisconsin  
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