



Instructor Effectiveness

Are You The Best You Can Be?

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Qualities of Good Instructors

- **Learner's attention is maintained throughout lesson**
- **Eye contact is direct and impartial**
- **Movement is varied and natural**
- **Good attending skills is displayed and is concerned about students**
- **Appears enthusiastic about students and course content**
- **Uses positive reinforcement**
- **Appears confident**
- **Demonstrates respect for all students**
- **Avoids negative comments about management, processes, etc.**

Seven Principles of Learning

1. Motivation

Stress importance of learning in terms of what is important to the learner.

2. Digestible chunks

Avoid overload and aid retention by: Dividing training into small chunks and following each chunk with discussion or other activity. Putting each piece into context of the big picture.

3. Experience (Relevancy)

Relate new learning to previous experience or point out similarities to things already known or done.

Seven Principles of Learning

4. Attention

Straight lecture = boredom, day dreaming. Easy ways to increase attention: movement, voice modulation, using comprehension or discussion questions, requesting opinions, personal stories.

5. Reinforcement

Provide feedback: Good answer, interesting idea, right!, good try.

6. Retrieval

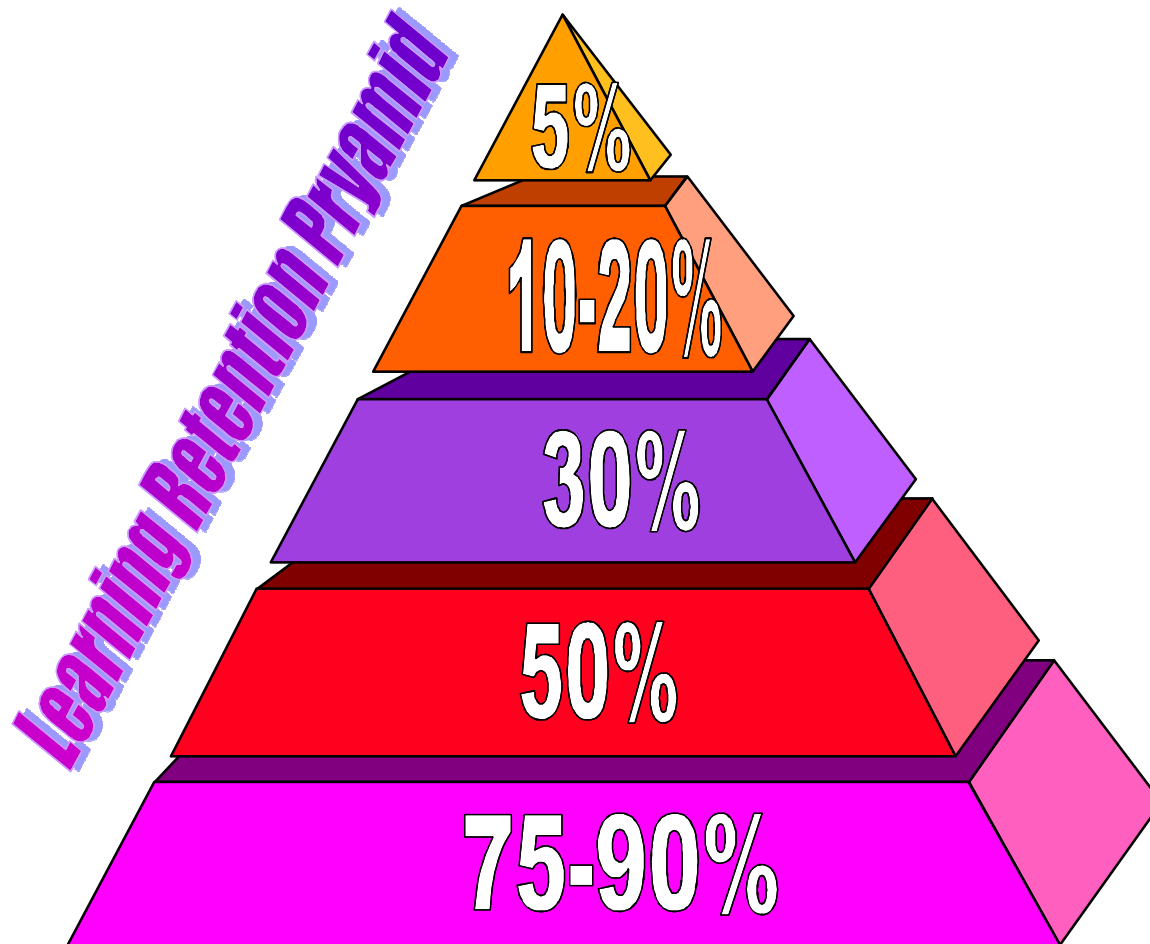
Information storage and retrieval techniques: relate to past experience, use analogies, personal stories, practice exercises, discussion and visuals

Seven Principles of Learning

7. Transfer of learning

The ability to transfer learning to other situations and problem solving can be enhanced by proceeding from known to unknown, relating new ideas to familiar facts, and using analogies and comparisons. If the information you are giving does not stick with the learner, they have not learned it.

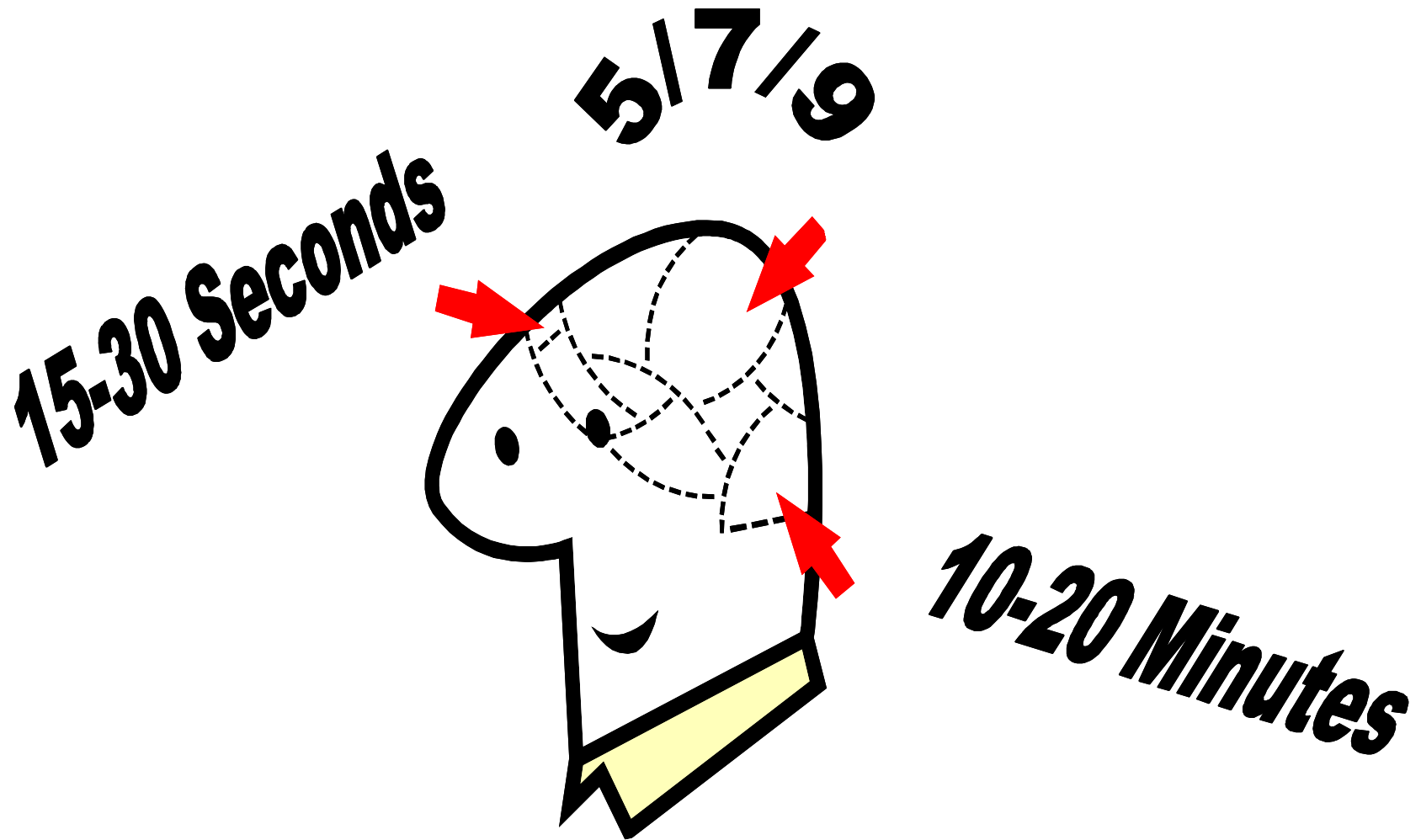
Learning Retention



Working Memory

Working memory is a key cognitive function that allows individuals to hold information for brief periods of time in order to complete a task. Working memory is one of our most crucial cognitive capabilities. When information in working memory gets encoded and moved into long term memory and you are able to retrieve that information later, learning has occurred.

Working Memory



Training Method Tips

- Lecture
 - Good eye contact, vocal variety, tempo, personal stories, analogies, use visual aids, and ask comprehension and/or discussion questions
- Case Study
 - Give clear instructions, allow sufficient time, always debrief to ensure learning points emphasized
- Discussion
 - Clearly explain the question, set ground rules, respect ideas, debrief responses to ensure learning points emphasized

So, Are You The Best You Can Be?

If you:

- Apply the good instructor qualities, and
- Apply as many of the 7 principles of learning as possible

Then you can say – “Yes!”