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Five Steps of Training © 2022-08-04

Green Belt Question: What are the Five Steps of Training?

Green Belt Succinct Answer:

1. I do you watch.
2. We do together.
3. You do I watch.
4. You do.
5. You do and train someone else.

Why These Skills Are Important:

If I want to move up, I first need to train my replacement. If I want to stop doing something for you, I need to train you to do it yourself. “Delegate or die!” could be “Train or die!”

Explanations of the Green Belt Succinct Answer:

- I do you watch (a.k.a. I teach you) - The more I prove ethos (trustworthiness), the easier it is to train. The three elements of ethos are:
 - I have proficiency in this skill
 - I care for people and you
 - I am honest.
- We do together - If time allows for this apprenticeship stage it makes the next three stages easier.
- You do I watch - At the first of this step, I'll watch. By the end of this step, I'm not watching.
- You do - I'm available for phone consultation.
- You do and train someone else - I'm available to talk as a peer/mentor.
- There are lots of facets of training. See the remaining pages of this document for a few helpful tips.

Illustrations of the Skills:

Apprenticeships and internships should include these steps.



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Other Helpful Tips for Trainers:

- Adrenaline Sport Training
 - Develop good habits in easy circumstances.
 - [Muddling Along or Unity: Confessions of a Recovering Jerk, pp. 158-160](#)
 - [Free Video 12, 2:48-4:14](#)
 - Add challenge to increase the context in which I can do skills.
 - [Muddling Along or Unity: Confessions of a Recovering Jerk, pp. 161-164](#)
 - [Free Video 12, 4:15-5:29](#) & [5:45-7:25](#)
 - Reduce challenge to solidify skill.
 - [Muddling Along or Unity: Confessions of a Recovering Jerk, pp. 165-166](#)
 - [Free Video 12, 5:30-5:44](#)
 - End each practice session with a success.
 - [Muddling Along or Unity: Confessions of a Recovering Jerk, pp. 167-168](#)
 - [Free Video 12, 7:26-8:16](#)
 - Have grit for the duration.
 - [Muddling Along or Unity: Confessions of a Recovering Jerk, pp. 169-170](#)
 - [Free Video 12, 8:16-10:20](#)
- Stress + Rest and Reflection = Learning. [Jacobson and Ruddy's Open to Outcome](#) has a great learning progression and questions for each stage:
 - Experience
 - Describe - "What happened?" "What did you think/feel?"
 - Interpret - "Why did that happen?" "Why did you think/feel that way?"
 - Generalize - "What can you learn from that?" "What does scripture/wisdom teach?"
 - Apply - "What will you do differently next time?"
 - Repeat the loop
- [Bobb Biehl's "Asking Profound Questions"](#) booklet is full of great open ended questions. [His sales video is pretty good.](#)
- One of the most important things a trainer does is points out gain (see the Encouragement pdf for more about gap vs gain).
- Learning is dependent on a motivated learner, individually and organizationally. Trying to teach/train something people are not ready to learn is a waste of everyone's time.



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- Learning requires stress/challenge. Notice on the chart that learning increases as stress increases; however, there comes a point where the stress overwhelms and the learning drops. Actually, there are many fake drops before the big one. One facet of training - the art and science of knowing how to push through the fake drops without going over the big one.

