

Exercise Topic

ABCO Method Of Ending A Seminar

Brief Description/Purpose

Most trainers know that it's a good idea to get some sort of commitment about actions the participants will undertake to apply what they have learned, but this goes further, and it's a great idea. Thanks to Steve Overton for sharing this on LinkedIn.

Type

Individual work and group sharing

Age Appropriate

Teens, Adults

Ideal Group Size

Any size

Time For Exercise

10-15 minutes

Topic/Subject

Closure/Debrief and anticipating difficulty applying what is learned.

Detailed Instructions If Needed

Steve says it this way:

"Based on (whatever you are debriefing) what new or different ACTION will you take?"

- *"What BENEFITS will you receive when you take this action?"*
- *"What CHALLENGES will you face in implementing this action?"*
- *"How will you OVERCOME those challenges?"*

You can see the additional steps added to ACTION. The idea is simple. Applying what is learned isn't always a smooth process, so anticipating challenges and how to overcome them is important in succeeding. Also, having participants keep in mind the benefits they will receive is likely to increase effort and persistence.

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