Common Errors in Training

# Stimulating a Readiness to Learn

Parents who have guided their children through the elementary grades are aware of the principle that children must be ready and interested before real learning can take place.

In on-the-job training, earning a living is at stake, so it is easy for supervisors and trainers to take a readiness to learn for granted. While it is true that new employees in particular might be anxious to please, supervisors can’t overlook the importance of stimulating a readiness to learn. It is as important to job training as explaining the sequence of the job to a new employee.

Common sense tells us that if an employee is motivated to learn, the trainer’s job will be much easier, and training efforts are more effective. Motivation to a large extent requires that an employee feel the assigned job is an important one, offering significant benefit to the company.

How to Facilitate Learning

* Repetition
* Arousing curiosity
* Careful use of competition
* Knowing the knacks
* Enthusiastic instruction
* Satisfaction in accomplishment

How to Inhibit Learning

* Fatigue
* Monotony
* Distractions
* Anxiety