



The Internet Resource for Multifamily Professionals.

Motivating the Multifamily Student

Five Ways to Squelch Motivation

1. Have little personal contact with your participants. Don't socialize prior to class, use the breaks to make your own phone calls in private, do not make yourself available after the session.
2. Get participants in a passive mood and keep them there.
3. Assume the class will apply what is taught – don't bother with scenarios or practical applications to real life.
4. Be alert to criticize people.
5. Make them feel stupid for asking questions in class.

Eleven Ways to Motivate Adults

1. Create a need for the information you will share.
2. Develop a sense of personal responsibility.
3. Create and maintain interest by chunking your topic into 20 minute sections.
4. Structure experiences to apply to your students' real work life.
5. Give praise, encouragement and approval.
6. Foster wholesome competition.
7. Get excited yourself!
8. Establish long-term objectives.
9. See the value of internal motives. People come with baggage – that's okay, and can be used to your advantage.
10. Intensify inter-personal relationships. Encourage networking and friendships to blossom during training sessions.
11. Give them choices.

Source: "17 Ways to Get More Into and Out of Your Training", workbook developed by Robert W. Pike of Creative Training Techniques International, Inc. For more information visit their website at <http://www.cttbobpike.com>.