



Trainer-centred and learner-centred assumptions

Your answers reflect your position on a continuum of beliefs about how people learn. In the extreme, these can best be described as T and L as follows:

T

The trainer is the most important person in the learning process.

It is the trainer's sole responsibility to decide who should be trained and how the training should take place.

Trainers are the experts, taking the lead and passing on their knowledge.

The trainer must be an exceptional presenter and communicator.

People need to be made to learn.

The best training has a well-defined structure that is rigidly followed, ensuring everyone is given exactly the same experience.

L

People only learn what they choose to learn and so need to be in control of their own learning environment.

The learners must take responsibility for their own learning, making decisions about their own objectives and methods to get results.

Everyone's experience is equally valid, with the trainer being just one of the resources available to the learner.

The primary role of the trainer is to maintain the environment best suited to learners.

People enjoy learning for its own sake.

People should be allowed to plan their own learning routes, take risks and make mistakes, in order to develop in their own ways.