

CREATIVE INTERIM REVIEWS

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Brain based researchers have found that the more times someone experiences something with the senses (touching, hearing, seeing, tasting, and smelling) the more likely they are to gain, retain, and be able to recall the event or information. Multiple reinforcement of information is the key. Translated to a learning environment, the more times that participants experience or are exposed to something, the more likely they are to be able to remember, recall and use it later. To that end, regular “interim reviews” and a sound final review of session information is a terrific way to making sure that transfer of training takes place. Here are some ideas for interim review activities.

1. Please Give Me a Hand Activity incorporates, novelty, color, and participant involvement into a review of key concepts during a session.

- First, draw line images of a light bulb on various colors of copy paper and cut them out.
- When ready for your interim review after about an hour or so, pass out the light bulbs and ask learners to write down (in a short sentence or with a phrase or word) the most important idea, concept, or piece of information that they have experienced since entering the room. This might have come from the facilitator, a peer, or as a result of some thought they had that was prompted by something they saw or heard in the room.
- After everyone has finished, have them turn the light bulb over and write down one thing that they would do to enhance the session if they were facilitating it.
- Have each person in turn stand and read the most important thing that they have experienced to the group.
- After everyone has finished, send them on a break and ask them to attach their light bulb on a flip chart page that has a giant hand drawn on it and the phrase “Please Give Me a Hand” at the top in bright colors posted by the exit. You must prepare the page in advance and spray it with artist’s removable adhesive spray to create a sticky surface for the bulbs.
- While learners are out of the room, collect and read what they have written on the reverse side of the light bulbs.
- This activity allows you to determine if learners have gotten key concepts that you intended and to see if there is anything you can modify about the session to make it more effective. It also adds involvement of various senses, provides activity, uses learning reinforcement, incorporates color and novelty, and provides valuable feedback on the session effectiveness.

2. Pass the Pickle Review is a fun way to add humor, music, color, activity, novelty and concept review to any session. Many people can relate it to the childhood game of musical chairs in which music is played as learners move around the chair until the music stops, then try to sit in a chair before everyone else takes them all. In this version, there is a humorous Musical Pickle (available at www.presentationresources.net) that plays music at random different lengths. For a review activity:

- Have learners form groups of 6-10 and give each group a pickle.
- When told to begin, have the person holding the pickle push the button on the bottom to start the music and then pass the pickle either left or right. Before passing it, he/she must shout out a key concept or idea learned in the session thus far.
- Each participant in turn shouts out a term (terms cannot be repeated) and passes the pickle.
- When the music stops, the person holding it shouts out a term and then sits down. The activity continues until only one person per group remains standing.
- After each learner sits, he/she should listen to remaining ideas shouted as a further reinforcement of the session content and to ensure that the same term is not repeated.
- If desired, the remaining person from each group can be combined into a single group and the review continued. Reward the last person(s) standing with a small prize or other incentive.

Helpful training resources:

Lucas, R.W., *Energize Your Training: Creative Techniques to engage Learners*. ASTD Press, Alexandria, Va (2010)

Lucas, R.W., *Creative Learning: Activities and Games That Really Engage People*, Pfeiffer, San Francisco, (2007)

Lucas, R. W., *People Strategies for Trainers: 176 Tips and Techniques for Dealing with Difficult Classroom Situations*, AMACOM, New York, NY (2005)

Lucas, R. W., *The Creative Training Idea Book: Inspired Tips and Techniques for Engaging and Effective Learning*, AMACOM, New York, NY (2005)

Lucas, R. W., *The Big Book of Flip Charts*, McGraw-Hill, New York, NY (1999)

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