

## Handout 5: Tips for Reinforcing Learning

You have planned, trained and evaluated, but now it is time to reinforce the learning in your kitchen. This component serves as an extension of your *evaluation* because it helps you know whether or not your training worked. It also feeds into your *needs assessment* for your future trainings because it gives you information about what is going well in your kitchen and what your kitchen still needs. Below are some useful tips.

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- ✓ Always, *always, always* plan to reinforce the material that you teach in the training.
  - Observe your staff conducting the particular skill
  - Check in and ask people how they are doing
  - Notice who is doing it well and ask them if they have any useful techniques that you can share with others
  
- ✓ By reinforcing your training topic, you are continuing to evaluate whether or not **your** participants are able to apply what they have learned. Knowing this is very important as you consider what topics to train in the future.
  
- ✓ If your staff has not learned a particular skill that you have covered in training ~~then~~ you need to know why. Ask your staff questions to better understand the situation. Sometimes trainings do not translate directly into practice.
  
- ✓ Making negative comments when someone does not demonstrate a new skill does ~~not~~ get you any closer to meeting your objective and actually makes things more difficult.
  
- ✓ If someone clearly has not been able to adopt the new skills covered in your ~~training~~ask them how you can support them. Remember: Everyone learns differently and different people may need different types of reinforcement.
  
- ✓ Take every opportunity to praise your staff when they are demonstrating their ~~new~~ skills. This kind of positive reinforcement goes a long way, but it must happen in the moment. Keep an eye out and, when you see something work, shower your praise!