



Checklist: Minimizing Resistance

Below you will find a list of ways to minimize and plan for resistance in a learning event. The first 10 are further unpacked in the article "[10 Ways to Minimize Resistance in a Learning Event](#)".

- ✓ When resistance to new content or the teaching method comes, welcome and honour it. Blocking it will only increase its strength.
- ✓ Be transparent about why and when you are doing things then way you are.
- ✓ Ensure all learners feel safe to learn and try new learning out.
- ✓ Do a full learning needs and resources assessment (LNRA) before and during your learning event.
- ✓ Ensure proper sequence of your learning tasks and the new content to be learned.
- ✓ Affirm all questions, answers and comments from learners (and co-facilitators).
- ✓ Offer choice to learners on what they do to learn new content and how they do it.
- ✓ Check-in with your learners regularly about pace, teaching method, the learning environment, etc.
- ✓ Debrief after new content is taught and after learners work in groups.
- ✓ Help all learners understand the relevance of new content and an entire learning event.
- ✓ Send information about a learning event and the new content ahead of time.
- ✓ Be flexible.
- ✓ Name when learners will use the new content; immediacy.
- ✓ Offer ways for all learning styles to learn new content.
- ✓ Design learning tasks in such a way that all learners are able to personalize learning.
- ✓ Show respect to all learners.
- ✓ Never enter an argument with a learner or try and force the learning of new content.
- ✓ Help learners name the resistance they are feeling, so they can better discuss and examine it.
- ✓ Invite learners to try out something new, reserve judgment in the learning event and make personal decisions at the end about the new content they learned.



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