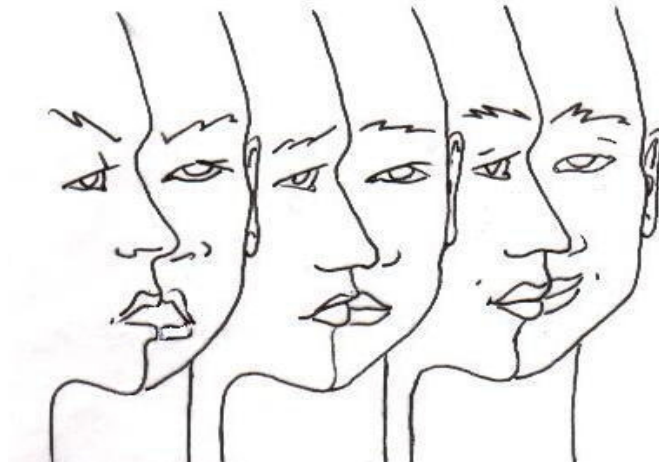


**You are How You Train:**  
**Identity's Impact on Training Style and Content**

**Participant Handouts**



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**Founder, Talking Changes**  
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## **Four Questions**

**Note:** your answers are confidential and will not be shared with or seen by others.

1. Name four identities with which you describe yourself (race, gender, dis/ability, class, etc.)

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2. One experience that helped me see myself this way was:

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3. One thing about being a (any of the four identifiers you chose) that makes me feel good or proud is:

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4. One thing about being a (any of the four identifiers you chose) that is sometimes difficult or inhibiting is:

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Choosing from the options below, with what group formation do you feel most comfortable (or do you default to) when you are facilitating a training?

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Give examples of how you employ the following group formations in your trainings:

1. Large group (all participants)

2. Small groups (4 or less)

3. Pairs

# The Consciousness Matrix

	<u>Conscious</u>	<u>Unconscious</u>
<u>Competence</u>	I know that I know	I don't know that I know
<u>Incompetence</u>	I know that I don't know	I don't know that I don't know

# Trainer's Tool Kit

- Koosh balls/stress balls
- Post-it newsprint (self-adhesive)
- Colored pens/markers/crayons/pencils (never use yellow, only use red for highlighting)
- Paper in bright colors
- Name Tags
- Prizes (Oriental Trading Company has a great selection of inexpensive toys/prizes - [www.orientaltrading.com](http://www.orientaltrading.com))
- Post-it Notes in a variety of colors
- Timer/Stopwatch (if your watch doesn't have one)

