

## Train & Grow

Improve your trainers work with the EST competence framework

Michael Kimmig, January 2016

During our international trainer pool meeting in October 2015, we tried to find ways on how to work with the trainer competence model (European Training Strategy, EST) on the personal and professional development of trainers and teams.

*How could we use this tool  
during our work as trainers  
together with others?*

Here's what our working group invented: 3 small exercises that can be used during prep-team meetings and during training courses.

### Competence story-telling | The prep-team meeting

Imagine your application as a trainer has been accepted (Congrats!) and you meet your co-trainers on the first prep-team meeting. You want to introduce yourself and get to know the others better. Let's share some stories...

*Stories have power. They delight, enchant, touch, teach, recall, inspire, motivate, challenge. They help us understand. They imprint a picture on our minds. Want to make a point or raise an issue? Tell a story.*

Janet Litherland

#### At one glance...

##### Aims

- ✓ Getting to know one another
- ✓ Getting to know the strengths of other team members
- ✓ Raising awareness about how team members can complement one another

##### Time

30 – 60 minutes (depending on the team size)

##### Materials

EST Competence Cards (trainer competence cards, set 1 “competences”)

## Step-by-step

Story-telling is a powerful tool. Stories move us, make us feel alive and inspire us. They help us to understand life – our own ones and the life of others. Telling stories is both an individual reflection and emotional experience. Stories are the way to reach out to people and connect with them.

*How to use story-telling in your prep-meeting?*

1. Prepare the trainer competence cards (use the set on “competences”). Cut them out and put them upside down on the floor.
2. Every team member picks three cards.
3. Every team member chooses on one of the three competence s/he picked up. Based on his/her choice, every team member is invited to tell a story from his/her trainers experience where the chosen competence played a major role. This story could describe a situation, where this competence was strongly visible, necessary for the success of the training session carried out or the group process, represented a difficulty or a challenge, etc.
4. Each one tells the other team member his/her story.
5. After that, both trainers share and discuss the following questions:

*How can you bring this value of this competence into this training event, you are about to prepare?  
and*

*In what way can you complement one another as trainers?*

## Remarks

If you are a very big team, you can divide into pairs first, share the stories, bring the stories later together and think about the two questions.

## Inspiration

- ✓ Storytelling. What is storytelling? [[youtube video](#)]
- ✓ What is storytelling? [[National Storytelling Network](#)]
- ✓ The Power Of Storytelling [[dragonfly.com](#)]

## Focussing on learning and growing | The training course

The training course is about to start. All preparations are done and you are ready to go... Are you? What about your own learning and growing? Here's another idea how to take your development as a trainer in your own hands...

### At one glance...

#### Aims

- ✓ Raising awareness about your own trainer competences
- ✓ Getting feedback on one's own trainer competences

## Time

5–10 minutes (before the training), 10-20 minutes (at the end of the training)

## Materials

EST Competence Cards (trainer competence cards, set 1 “competence criteria”)

## Step-by-step

1. Prepare the trainer competence cards (this time use the set on “competence criteria”). Cut them out and put them upside down on the floor.
2. Pick three cards.
3. Out of this choose one or more cards you would like to focus on.
4. Individually: Put this card away. If you want, take 5 minutes every evening to review the day and take some notes.
5. With your co-trainer: Give this card to your co-trainer and ask him/her to keep an eye on this competence aspect. What does s/he observe? How did this competence aspect show during the training?
6. At the end of the training have a look at your card again (individually or together with your co-trainer) and reflect on the following questions:

*What did you observe?*

*How did this competence aspect show during the training course?*

*Why did it not show? What happened that it was not visible...*

*Connected to this competence aspect: What strengths did you see during the training course?*

*What would you like to improve? What would you like to work on further?*

## My focus today | A quick challenge for every day

The training is going fine. How about a small challenge for today? If you're done with the competence cards, you might want to consider the “advanced” version...

## At one glance...

### Aims

- ✓ Raising awareness about your own trainer competences
- ✓ Getting feedback on one's own trainer competences

### Time

5 minutes in the morning, 10-15 minutes in the evening

### Materials

EST Competence Cards (trainer competence cards, set 2 “competence criteria”)

Advanced: Dixit Cards

## Step-by-step

1. Prepare the trainer competence cards or the Dixit cards. Put them upside down on the floor.
2. Pick three cards.
3. Out of this choose one card you would like to focus on **today**.
4. Give this card to your co-trainer and ask him/her to keep an eye on this competence aspect during today. What does s/he observe? How did this competence / image show during the training?
5. At the end of the day have a look at your card again and reflect on the following questions:

*What did you observe?*

*How did this competence aspect / image show during the training course?*

*Why did it not show? What happened that it was not visible...*

*Connected to this competence aspect / image: What strengths did you see during the training course? What would you like to improve? What would you like to work on further?*

### Source

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With special thanks to Gabi Steinprinz & Dagna Gmitrowicz who created the trainer competence cards

### ETS Competence Cards

ETS - Deconstructed Competence Model by Gabi Steinprinz & Dagna Gmitrowicz | [SALTO Toolbox for Trainers](https://www.salto-youth.net/tools/toolbox/tool/ets-cards-deconstructed-competence-model.1725/)  
<https://www.salto-youth.net/tools/toolbox/tool/ets-cards-deconstructed-competence-model.1725/>