



GROUP ACTIVITY

The Fairness Test

The fairest training gives everyone the same thing. Test that, rather than agreeing with it.



10 to 15 minutes



4 or more people



Response sheets and pens

- 1 Put the claim to the room: the fairest way to train a group is the same content, same format, same pace. Two minutes of silence to decide whether it is true, partly true, or misleading, and what it assumes about learners.
- 2 Now the case. A trainer talks for forty minutes, sets one task, and says afterwards that everyone was treated equally. Some did well, others never got started.
- 3 Write where you stand, one to five, and one sentence saying why.
- 4 In pairs, compare. Which part of the claim holds up, and which part fails once individual difference is considered?

Working on your own?

Argue the claim properly before you argue against it. A trainer who cannot make the case for uniform delivery has not understood what it protects.



More ways into Chapter 7

This section is also available as video, audio, infographics, mind map, and more, including an opportunity to do a deep dive into reference material. Start with the format that suits you best.

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