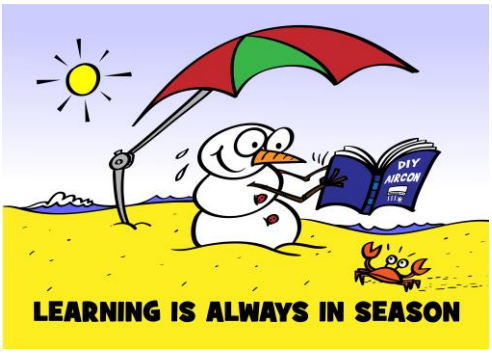
February 2019 Training Tip



Green Light Education
A new perspective



Let the Cement Set

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Each time we introduce a new idea, we're giving people a 'brick' to build a wall of content in their brains. Before you move on to the next 'brick' make sure your participants have 'cemented' the first one in their memory. Otherwise, when they try to remember the content the next day, many people will find their wall has tumbled down.

You can get memory bricks cemented in through:

- **Review**. Give people 1 minute to go over the content you just taught and make sure they understand it. Take questions at the end to clarify ideas or fill in gaps.

- **Conversation**. Ask participants to tell a partner everything they can remember about the topic. Walk around to listen and debrief at the end with anything you heard that wasn't quite correct or that made new connections to the idea.

- **Demonstration.** Challenge each participant to come up and write on a flip chart one thing they can remember. The 'winner' is the last person who can find something else to add to the collective review.

- **Application**. If time, immediately give people a problem to solve or question to answer using the new information.

When you finish talking about a new idea, don't just move on. Take 2 minutes to get the cement of memory to set hard. You'll be amazed how much recall improves.