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.