

Do You Remember?

When we were children, we use to play many fun and simple games. Here's one that you may decide to use in your training. All you have to do is have the right application...and be willing to have a little fun.

I remember going to birthday parties where someone brought out a tray of about 30 different items on it. You had about 30 seconds to 1 minute to look at the items and remember them. Then you quickly wrote down every item on the tray that you could remember. If you wrote down the most items, you won a "fabulous" prize - probably some blow bubbles or a whistle - anything from the Dollar Store.

Well, I used the same game in a Staffing module I designed for a client. After discussing a wide variety of information around the staffing topic, I changed pace, once again, to an activity. One of the elements previously covered concerned listening....and remembering interviewee's responses.

In the first round, participants were able to look at the tray for one minute. Afterwards they were asked to write down as many items as they could remember.

In the second round, participants were able to look at the tray with all new items for 30 seconds, but could quickly make notes while looking.

In the third round, participants were able to look at the tray with another set of new items for 30 seconds. Afterwards, in groups, they were asked to write down as many items as they could remember.

During the debrief, they discussed how we had more items written down during the second round when only looking for 30 seconds; as opposed to 1 minute remembering and then writing the items. We also discussed how, as a group, they were able to write down more items.

The point in the Staffing module was, that as interviewers, we should be making notes concerning the interviewee's responses. This helps us remember key points we might easily have forgotten when we finally have time to consider the interviewee's qualifications.

Remember, the end result is hiring the right person for the right position. Another point was made that having other interested parties (other interviewers) participate in the interview process can increase the quality and quantity of information remembered by getting input from multiple interviewers.

I'm sure that you can think of other applications for this childhood game. What fun and simple games did you play as a child that might have an impact in your training today?

Susan Gamel Otto, Balancing: An Act Towards Progress, 859-341-0095,
susanotto@fuse.net