

EXPECTATIONS EXERCISE

The purpose of the exercise is to get a response from participants at the beginning of a course or training event about their expectations for the course/event in an interactive participative way.

Prior to the start the trainers/ facilitators should decide what are the important expectations that they need to know from the participants.

When the course starts the trainer/facilitator should display, perhaps on a flipchart a graph like this:

I have come here because I

Want to change the Way I do things	I want to change The way my organisation Does things
I want to learn new things	I want to take new Things to my organisation

The graphs shows the range between individual needs versus organisation needs (Horizontal) and between wanting knowledge and wanting to bring about change. Other combinations may be considered such as

Explain to the participant