

APPENDIX 9 – FIND SOLUTIONS TO OBSTACLES HINDERING TRAINING

1. First of all, it is important to define what could be an obstacle. Try to be as concrete and specific as possible. It is important to only work with one obstacle at a time. If there are multiple obstacles, we recommend that you use a separate schedule for each obstacle.

2. Try together to come up with as many solutions as possible, without reflecting on the pros and cons of each solution. The more solutions you can think of the greater the opportunity to find useful solutions. Write all suggestions in the chart.

3. Discuss and write down pros and cons of each solution. Remember that it is good to be as realistic as possible when describing the advantages and disadvantages. It is, for example, important to acknowledge if some solutions would constitute emotional barriers, such as being perceived as very difficult or boring.

4. Let the trainee estimate how likely it is that each solution will work/help (1 not at all likely, 10 very likely).

5. Pick out the solution or the solutions that were estimated as most probable, and add it/them in the checklist. Sometimes it may be of help to combine different solutions but it is most often best to have one clear and simple solution.

Potential obstacle for training:

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Suggested solution	Pros	Cons	Estimate (1-10)