
Pairwise Card Set for Activity 3-2

Copy this page and cut the 22 cards apart on the lines. Fold in half and place in a paper bag. If you have fewer than 22 participants, be sure to remove an appropriate number of cards. If you have more than 22, make extra pairs. If you have an odd number arrange so that you will have one trio.

Learner-Focused Cards	Training-Focused Cards
Trainer role is facilitator, guide, coach.	Trainer role is instructor, expert, directive.
Learning objectives are flexible.	Learning objectives are solidly established.
Learners influence pace and timing.	Trainer follows agenda.
Learn by practicing skills.	Learn by listening.
Elicit examples and ideas from participants.	Examples and ideas are all in materials.
Assume learners are experienced and knowledgeable.	Assume learners are inexperienced and have lots to learn.
Trainer asks more questions.	Trainer makes more statements.
Learners are primary resource; glean concepts from participants.	Trainer is primary resource for information, explains, and demonstrates.
Activities are primary methodology.	Lectures and discussion are primary methodology.
Learner is active participant.	Learner is passive, absorbing information.
Learning is real life and problem centered.	Learning is content centered.