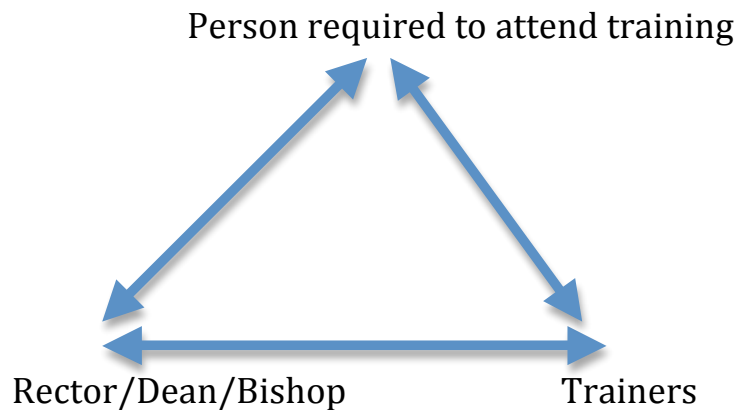


## Common dynamics when people are required to attend training



It's common for there to be feelings of resistance, anger, resentment or dependency in a person being required or pressured to participate in training (or have a consultation, or receive coaching in EI or spiritual life). Those feelings are frequently, even usually, displaced onto the trainers. That's who's there and available. It's also a safer target.

This might be expressed in a number of ways – coming late, leaving early, not doing assigned work, failing asleep in session, not arriving with books and working materials, outbursts of anger, refusal to actively enter into the learning process, and expressing frequent negative judgments on the training process or the trainers. As Benedict might say “lots of grumbling” – irritable, petulant, complaining.

The standard group development processes get exaggerated and the standard early phases of dependency and counter dependency gain extra energy from the displacement. Usually the participant is unaware of these dynamics.

This opens up a learning opportunity in regard to here and now lab dynamics as well as learnings that are transferable to other situations involving authority.

Each line in the triangle represents agreements, exchanges, and feelings that have taken place or exist between those two parties. On the “Person – Trainer Line” there may be areas needing clarification. The question might be something like this “What agreements and behaviors do we need on this line to make this a useful experience?” The participants may internally renegotiate and give themselves to the work.

Participants may be unable to make that decision until they have first engaged the line between them and the authority figure that send them. This may require a phone conversation while still in the training process. Sometimes trainers can help facilitate that conversation.

If there is no internal renegotiating and full commitment; and if clearing the air with the authority figure doesn't produce the needed internal freedom to chose the program for itself; trainers may need to suggest or even insist that the participant leave the program.