

# Motivating someone who doesn't want training.

Motivating someone who doesn't feel that training applies to them can be a challenging task. However, there are a few things you can do to help them see the value in training and increase their motivation:

- 1. Explain the benefits:**  
Start by explaining the benefits of the training and how it can help the person improve their skills, knowledge, and performance. Use specific examples of how the training can be applied to their job or career goals.
- 2. Highlight the relevance:**  
Help the person understand how the training is relevant to their role and responsibilities. Show them how the training can help them perform better, be more efficient, or advance their career.
- 3. Show the impact:**  
Share stories or data about how the training has helped others in similar roles or industries. Highlight the positive impact that training has had on individuals and organizations.
- 4. Encourage participation:**  
Encourage the person to actively participate in the training by setting goals and objectives for what they want to learn and achieve. Offer support and guidance throughout the training process.
- 5. Provide incentives:**  
Offer incentives for completing the training, such as bonuses, recognition, or opportunities for career advancement.
- 6.** It's also important to have an open and honest conversation with the person about their concerns and address any misconceptions they may have about the training. Listen to their feedback and be willing to make adjustments to the training programme.

