A participant asks you a difficult question during a session. The question is interesting, and relevant to the topic, but not directly related to the session learning objectives. Some of the participants also seem interested to know more. The session is running about 5 minutes behind time.

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During the training, the participants are consistently late to come back after breaks and lunches. Several of them also arrive late to the first session in the morning. This is eating into the time allocated for the sessions and making it difficult to manage your own timekeeping. What do you do?

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There is an obvious conflict within the group. Two or more participants are frequently disagreeing, talking over each other during group work, and trying to correct and out-do each other in plenary discussions. What do you do?

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One participant is dominating the group. They are taking the lead in all group work. In plenary, they are sharing their opinions first and loudest, and are not giving space for others to speak. They are knowledgeable on the topic and like to contribute their own experiences and thoughts in addition to the content you are sharing, as the facilitator.

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One participant is very reserved. They have not yet spoken during any of the plenary discussions, and you have noticed that during group work, they are tending to take the notes, and are not actively participating in the exercises.