

## 13 Steps to Use Your Intuition More Consciously in Trainings

As a trainer, you've probably encountered situations where you just *feel* that something else needs to happen during a session, even though it's not part of the script, but you can't quite put your finger on what's going on in the group. You may be about to introduce a new exercise or theory and before you even speak, you sense tension in the group. So, what do you do?

- A: Stick to the script. You've prepared well, and it provides structure.
- B: Pause the session and talk to the group about what's going on.
- C: Take an impromptu break so everyone can reset before continuing.
- D: Consciously use your intuition and decide on the next best step for the group based on your gut feeling.

Most trainers will go with one of the first three options, and there's nothing wrong with that. However, this often keeps the learning process at a surface level, making it likely that participants return to their daily routines post-training and later say, "It was a great session, but applying it in real life is tricky."

### Intuition Enhances Learning

If you connect with your group on a more intuitive level before and during the training, learning will naturally go deeper. You'll be more attuned to underlying barriers that often prevent participants from fully absorbing or applying what they've learned. These blocks are often invisible to the participants themselves but can hinder their progress.

By using your intuition consciously, these blocks can come to the surface, allowing you to address them. Yes, this can lead to some "mess" in the group, but as a trainer, you want to make an impact. Ignoring these underlying issues may make the training feel pointless, as participants won't put much into practice afterwards.

Now you might be thinking: "How can I trust my intuition?" or "If I follow my gut and dive into the group's underlying issues, won't that just cause more problems and take up too much time?"

Or maybe you're wondering: "This whole intuition thing sounds great, but how do I actually do it?"

## 13 Steps to Use Your Intuition More Consciously

During an "Intuition Training" as part of an Erasmus+ project, where we aimed to establish a European Network of Intuitive Trainers, we identified 13 steps that trainers can follow to consciously tap into their intuition during training. These steps help you use the information your intuition gives you more effectively, allowing for a deeper connection with your group and a more profound learning experience.

### **Step 1: Tune into the Group Intuitively Before the Training**

While preparing for the session, ask yourself: “What does this group need to achieve the training’s goals? What’s holding them back from putting the learnings into practice?” Everyone tunes in intuitively in different ways. Some might use visualization or mental exercises, while others might simply think about each participant individually and note down any feelings, images, or words that come to mind. This intuitive information might not always make logical sense, but that’s okay, just let it be.

### **Step 2: Create a Set of Exercises/Content Based on Intuition**

After tuning in, you might feel drawn to certain exercises or theories that seem relevant to the group. Trust your intuition here, you don’t need to justify these choices logically. Just know that these elements will help participants achieve their goals.

### **Step 3: Build a Training Structure**

Using both intuitive and practical insights, create a plan for the session. Make sure to include a timeline, which will allow you the flexibility to adjust the schedule if something in the group needs to be addressed in real-time. Remember, while preparation is key, you should remain open to changing things on the fly based on what happens in the group.

### **Step 4: Continuously Check In With Your Intuition During Training**

Alongside regular group check-ins, also take moments to tune into yourself. Ask: “Is this the right next step, or does the group need something else before moving on?” If you sense tension or emotion, don’t ignore it. Acknowledge it and explore what’s really going on.

### **Step 5: Trust the Process**

Intuitive training requires a leap of faith. Things might happen that you didn’t anticipate, and at times, it might feel like you’re losing control. But trust that everything is unfolding as it should and that the group’s learning process is progressing, even through chaos.

### **Step 6: Be Aware of Story Entanglement**

Participants bring personal stories to the group, which can merge with the group’s dynamic. As a trainer, it’s your job to help untangle these narratives. For instance, you might discover that historical or cultural tensions within a group are playing out in subtle ways during exercises. Addressing these deeper stories can unlock valuable insights for everyone.

### **Step 7: Balance the Group’s Dualities**

Every group has its dualities: introverts vs. extroverts, thinkers vs. doers, etc. As a trainer, it’s important to maintain balance and give space to all perspectives, even if they don’t align with your own natural preferences.

## **Step 8: Be aware that your own intuition can get cloudy too**

One of the most common questions when working with intuition is: “How do I know if my intuition is right?” It's a very legit question, and one you should definitely ask yourself if you want to work more intuitively. Because yes, your intuition can absolutely be clouded if you haven't resolved (some of) your own pain.

The topic of the training or the participants within the group might trigger that pain in you. Your body might give you signals, but they could be clouded by your emotions around the topic or someone's behavior.

It could also be that you haven't fully balanced certain dualities within yourself. Personally, I'm a talker by nature, pretty extroverted. The first time I trained a group mostly made up of introverts, I struggled a lot. When it stayed quiet for what I felt was too long, my inner critic immediately kicked in: “My instructions weren't clear enough. They didn't get what I was saying. I'm doing it all wrong. There's no connection with the group.” You know, that kind of spiral of thoughts. Definitely not helpful for me, the training, or the group.

My intuitive solution at the time: I asked myself what question I could ask the group to figure out what was really going on, without completely shutting them down. Because I knew that any question with even a hint of judgment about their behavior would kill any initiative in the group.

When I gave myself a bit more time, staying quiet longer than what was comfortable for me, the participants started responding. They shared insights about the material I had just covered and gave practical examples. The lesson I still carry with me: There's a noticeable difference between "silence because participants are processing" and "silence because they've disengaged or don't understand." If it stays quiet for a while in a training, no problem, just feel out what's really happening and go from there.

## **Step 9: Watch out for confusion in the interventions you come up with**

Building on the previous steps, it's crucial that, as a trainer, you are aware of where the intervention you're considering is coming from. Before you go ahead with it, ask yourself these questions:

- Is it a defense mechanism from yourself, triggered by a pattern? If so, don't go through with the intervention.
- Are you stepping into the Drama Triangle (Rescuer – Persecutor – Victim)? Don't do it. I see the Rescuer role a lot in trainers. Have the courage to let the chaos among the participants or in the group be there for a bit before you intervene. See step 5: the apparent chaos is part of the participants' learning process. Everyone learns at their own pace, so give them that time. When they figure it out on their own, it sticks better than if you spell it out for them.
- Are you truly aligned with the group? Yes? Great! But before you go ahead, also ask yourself:
- Is there something bigger going on? An issue related to the broader context? (See the example of the two countries earlier.) As a trainer, you are also part of a bigger whole, and there's a chance you might overlook something. The intervention at a smaller

level can be helpful, but you might miss a deeper layer. That's totally fine, as long as you're aware of it.

### **Step 10: Intuitively decide what 'issues' you address and what you leave**

If, during an exercise or theory session, a participant's pain comes up, you need to intuitively decide if it's necessary for the group and the training's purpose to face and possibly resolve that pain right there and then. Make that decision consciously, and take a moment to check in with your intuition.

As mentioned before, there's a good chance the Rescuer in you or other participants will jump in. That's not helpful for the training, the group, or its goal. In that case, you need to handle the situation on a meta-level. Acknowledge it, name the pain if necessary, and suggest that it might be better or more helpful for the participant to face it in their own time and way.

Obviously, as a trainer, you need to handle this with care. Don't just bulldoze over someone's pain, but also don't get too caught up in it either.

However, it might also be that this is exactly the right moment for the participant to confront and resolve their pain with the group's support. If you sense this as a trainer and can guide the process, it can lead to something beautiful. Both for the individual and the group, because even those who don't share or recognize the participant's pain will get their own insights from the collective healing process. See step 5 again: everything happening in the group happens for a reason.

### **Step 11: Co-training with others? Discuss your shared shadows beforehand**

If you're co-training with other trainers, this is great for the group (and for you) from an intuitive standpoint. You can regularly check in with each other to see if what you're sensing in the group is real and clear, or if your intuition is getting clouded (see step 9).

But also take time in your preparation to address the "shadow" between you two. What triggers one trainer about the other, and vice versa? Work through that together and give it space. And do this in an intuitive way as well. Set up a little exercise to see who holds what space in the training and in the group. Do individual visualizations and share them with each other. This will give you extra info on how you relate to each other, which will improve your collaboration.

If you don't do this, it will lead to extra noise and confusion during the training, guaranteed.

### **Step 12: Reflect afterwards on the moments that were tense or chaotic**

A training that's guided intuitively doesn't always go as planned. So it's even more important to reflect afterwards, especially on the moments that felt tense or chaotic.

What exactly happened? Was it helpful and necessary for the group and the process? Yes? Great job! Let it happen again next time. Were you aligned with the group and your intuition? Yes? Awesome! Let it be exciting again next time.

But if the answer to any of these questions is "no," dig deeper. Was there confusion in you as a trainer (see step 9), or would you make a different decision next time with the knowledge you have now? Did you get swept up in the moment? (See step 10).

Intuitive training isn't a trick you can learn. It's a continuous learning process, where bits of your own pain will surface too. Unfortunately, this often only becomes clear in hindsight, even for experienced trainers. That's okay—it gives you a chance to address your own stuff and find a place for it. How great is that?!

### **Step 13: What's in your trainer's backpack?**

This is a more general step in intuitive training, not specifically related to a group or session. Ask yourself what's in your trainer's backpack in terms of teaching and didactic skills.

Think about teaching methods for structuring a training or managing a class. To what extent do these skills block your intuitive work as a trainer? This varies for each trainer. So, we're definitely not suggesting you throw out your trainer's backpack and start from scratch (if that's even possible).

If you as a trainer are truly connecting with the group and maintaining that connection, and if you're clear about where your intuitive interventions are coming from, you could theoretically walk into the training unprepared. You would just go with the flow of the group and the training's purpose. You wouldn't need a structure or plan... 😊.

Of course, that's not how it works in practice. But we wanted to mention this step to make experienced trainers aware of the backpack they carry with them. Use its contents as inspiration, not as the goal itself.

Have fun training intuitively!

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