



A Guide To Teaching In The Hair & Beauty Sectors

A Series Of Short Articles



DEVELOPING CONFIDENCE FOR TEACHING IN THE HAIR & BEAUTY SECTORS

It's amazing the amount of times the topic of confidence for teaching in the hair and beauty sectors crops up during our teaching courses. So I dedicated almost a whole chapter to it in the teaching book I wrote. We also spend a lot of time during the teaching courses mastering confidence. And it's incredible to see how quickly students soar once they start to develop it.

The following information should help you on the road to developing confidence for your teaching journey.

What Is Confidence

There are many definitions of confidence in various texts. But the one I found easiest to understand was presented to me early on in my teaching career and career and helped me get to grips with its concept. It went like this:-

“Confidence is the thoughts and actions that helps us move towards a goal or cope with setbacks”

Some Facts About Confidence

Everyone has Confidence

Everyone has confidence, otherwise they would not have progressed through life. Almost every day we are faced with new challenges or things to do, and in many situations, they require an element of confidence to move forward.

Confidence can be Acquired and Learned

There is no such thing as a confidence gene. Confidence is not the preserve of the lucky or gifted. It can be learned and acquired. Whatever our predisposition or personality type, everyone has the ability to develop confidence. For teaching this can be done by reading up on the subject, by practicing, or by enrolling on a teacher training programme.

Confidence Is More About Actions Than Feelings

Confidence is more about actions than feelings. Many people think that they have to “feel” confident before they can attempt something, but building your confidence is more about taking the physical actions that are needed to move towards your goal or outcome.

Mindset Builds Confidence

Your mindset, or as some may describe it as your attitude, can also play a vital role in developing your confidence. It's important that your mindset and attitude is positive and you believe in your ability to move towards your goal. If your mindset is negative it can distract you from the task at hand and effect your resulting actions.

Knowledge Builds Confidence

Knowledge can play a big role in building ones confidence. If we don't have knowledge about the situation we are moving towards, e.g. teaching, then it's only fair to say we are not going to feel confident. Building your knowledge about what lays ahead will help conquer the fear of the unknown and automatically builds your confidence.

Confidence Will Grow As You Go

Confidence is not instant; it requires time, knowledge, skills and practice. It's not possible to feel confident about something that you have no knowledge of. So don't be hard on yourself. Be patient and apply

yourself, and confidence will grow as you go.

In Summary

If teaching is your dream and confidence is your barrier, I advise this: Believe in your ability – move forward – gain the knowledge – acquire the skills; and confidence will grow as you go.

Derek O Kelly

Education Manager & Author
The Waverley Academy

For more information on teacher training programmes at the Waverley Academy contact 01-4089769 or visit www.academy.ie. Or to purchase “A Guide To Teaching – 10 Key Steps” please visit www.academy.ie – shop.



4 TEACHING SKILLS THAT BEAUTY THERAPISTS & HAIRDRESSERS ALREADY POSSESS...

Many Beauty Therapists and Hairdressers already possess 4 of the key skills required to become a great teacher.

Here's what we've discovered at The Waverley Academy Teacher Training Courses over the past our 20 years.

All our research and experience would show that Hairdressers, Beauticians and Makeup artists are already demonstrating some of the key skills needed to become a great teacher. The problem is, they don't give themselves enough credit for the key teaching skills that they've developed during their careers. Here are four of the key skills that great teachers demonstrate and which many hairdressers, beauticians, Makeup artists and fitness instructors possess in abundance.

Communication skills, a vital part of teaching. You're doing it every day with clients, staff and others around you. Your career wouldn't survive without them. You are constantly talking, listening, using body language and portraying a positive image to all around you.

Planning, again it's something you do on a daily basis, planning your work schedule, your family life, your tasks for the day, the services you deliver. All need planning skills. It's a skill that is easily transferable to the class room with a little guidance and information.

Presentation Skills, You're presenting every day in your career without even realising it. You will present to your clients a service, product or technique, and you will probably be multitasking while doing this. It's similar to how teachers present except they probably use different visual aids which can be learned quite easily.

Building Rapport, Building rapport is probably one of the most important skills required for teaching in further education, and again it's something that you do every day. Talking with clients, making them feel relaxed, building relationships, providing them with information. In fact rapport is referred to by many educational experts as the new motivation. And motivation is crucial in a teaching and training environment.

So give yourself some credit and don't underestimate your ability to become a great teacher, you're probably half way there already.

10 KEY STEPS TO GREAT TEACHING...

Derek O Kelly simplifies the process of teaching into 10 Key Steps To Great Teaching. These steps are the core of their industry leading teacher training programme, and are comprehensively covered in his teaching book titled “A Guide To Teaching for Hairdressing and Beauty Therapy – 10 Key Steps”.

10 Key Steps To Great Teaching

Derek says “Teaching presents a fascinating prospect for qualified Beauticians Hairdressers & Makeup artists. It enables them to share their passion with others and demonstrate their creative skills. It also provides another level in career development and presents a multiple of career opportunities”.

In fact, its amazing to see how graduates progress when they finish our teaching programme and achieve careers they never thought possible. The main aim when designing our teaching programme was to simplify the process of learning to teach, and these ten steps have been extremely effective in doing that”.

1 – Know Your Own Mind

Knowing your own mind will help you explore your motivations for wanting to teach and will help you develop a teaching philosophy. It will explore and define one of the most important topics for teaching; that of confidence. It will also help you to develop your confidence for teaching and provide the foundations for an effective and rewarding teaching career.

2 – Understand how adults learn

Knowledge of how adults learn is one of the most crucial steps in the teaching process. It will introduce you to the fascinating subject of educational psychology and the mindsets of adult learners. It will enable you to understand the fundamentals of how adults learn and provide an overview from key theorists on the principles of adult learning.

3 – Get to Know Your Learners

Knowing your learners will enable you to understand the needs of your learners and introduce you to the topic of initial and diagnostic assessment. It will highlight the characteristics of adult learners and will help direct your teaching efforts on many fronts.

4 – Support Your Learners

Supporting your learners is guaranteed to gain you respect and credibility among students. It can be done subtly throughout the course you are teaching or approached as a stand alone subject. It will highlight for you the challenges faced by those with learning difficulties, in particular dyslexia, and enable you to deliver education that caters for them. It will also provide you with the knowledge to equip your learners with study skills and thus enhance their chances of achieving their educational goals.

5 – Employ Best Teaching Practice

Understanding best teaching practice will ensure that your teaching efforts are guided by expert recommendations for modern day adult education. You will learn the key attributes of effective teachers and trainers and how they contribute towards best practice. It will also highlight many of the other aspects that constitute best practice and will ensure that your teaching meets professional standards.

6 – Plan Your Teaching

Planning your teaching will outline many of the key terms and methods you need to be familiar with for to plan and organise your teaching. It will discuss curriculum development, schemes of work, class plans and how to start a class with a new group. It will also outline many of the aids and resources used in modern day teaching including digital and online options.

7 – Deliver The Learning

Delivering the learning will focus on what is probably the main aspect of the teaching and training process; that of the classroom interaction with learners. It will revisit the topic of confidence and explore your teaching and training style. It will also discuss the topics of motivation and building rapport with your students, and will bring together many of the other aspects in the teaching and learning process.

8 – Manage The Behaviours

Knowing how to manage behaviours in the classroom will provide for a much smoother teaching and learning environment. It will also provide you with guidelines for avoiding disruptive behaviours in the classrooms, and strategies for dealing with them if they occur. The main objective though is to equip you with the skills and knowledge to provide a positive learning environment for learners and teacher alike.

9 – Assess The Learning

Assessing learning will take your teaching and training role to another level and introduce you the field of assessment in learning. It will highlight the many aspects associated with the planning, preparation and conducting of assessments. You will also learn how to provide feedback to your learners enabling them to work towards continuous development and improvement.

10 – Evaluate The Programme

Evaluating the programme is essential for that of your own development. It will provide you with the tools to evaluate the teaching methods you are using and to make improvements were necessary. You could say that the evaluation stage is one of continuous professional development and can be used to perfect your teaching practice.

And Finally

Never underestimate your potential to become a teacher, because as our book and teaching course will highlight... every aspect of the teaching process can be learned.



TEACHING IS AN ART...

There's a great debate among experts whether teaching is an art or a science. I believe it's an art, particularly in the further education sectors, where people studying are generally of a hands-on nature and like a practical approach to their learning. Persons studying in these sectors are also creative and like their learning to be delivered in a creative manner.

But for many years, teaching methods focused on a science-based approach – rigid in its delivery methods. Methods such as lecturing, one-way communication, and lots of power point slides. Now don't get me wrong, these methods have a role to play, but when one studies the adult learning principles it becomes apparent that these methods can be very hit and miss, and learning may not occur. In fact these methods have been described as mechanical and on their own may not contribute to true learning.

The art approach, on the other hand, adopts a more engaging and creative approach. In fact, the art approach has elements of magic in it, and when combined with the mechanical elements of planning, preparing and communicating, it then becomes an art form. The magic starts when we understand how adults learn, or what many academics describe as the adult learning principles. The magic also occurs when you bring your own style to the classroom and when you use methods which: motivate, encourage, support, and facilitate. Confidence also has a role to play in the magic and when you understand the ingredients for developing confidence, the magic will really flow.

And here's the really great part... hair & beauty professionals already have many of the ingredients needed to become great teachers. They are already gifted with creativity and deliver their services through an art form. They plan, prepare, communicate and use their artistic skills to produce a specific outcome. And teaching is no different. It's an art – and perfectly suited for those in the hair & beauty sectors. One other thing about approaching teaching from the 'art form' angle... it becomes much more achievable to reach your teaching goals.

THE ART OF TEACHING - HOW TO PLAN GREAT CLASSES...

Lesson plans are the key to planning great classes and are used to provide structure for your teaching. In other words, they provide a map for where you want to go and how you are going to get there. They should also highlight what learners will know or be able to do at the end of the class. But most importantly – try to keep them simple - otherwise you will get bogged down in minute detail.

What to Include In Your Lesson Plan

The lesson plan might include some of the following details:

- Date, time, duration of class
- Aim/s of session
- Learner outcomes
- Teacher activities and timings
- Learner activities and timings
- Resources needed
- Methods for checking learner understanding and outcomes

How Much Detail In The Lesson Plan?

There is some debate as to how much detail you should include in your class plans with some educators suggesting detailed timings for every part of the class. This might be helpful starting off as a trainer as you will need to manage your time carefully. But as you gain experience you might find micro managing the time somewhat restrictive and distracting from the core function of teaching.

Structuring Your Class Plans

There is a simple 3 phase structure you can apply to your class plans.

Think of them in terms of:

- Start
- Middle
- End

The start may include elements such as:

- Greetings/Introductions
- Outlining aims and outcomes for the class
- Recapping of previous class
- Starting a Discussion by checking for prior knowledge of subject

The middle could include elements such as:

- Delivery of the main content
- Reinforcement of key information
- Periodically checking for understanding

The end may include elements such as:

- Recapping and checking for learner outcomes and understanding
- Questions, answers or feedback
- Allocation of home studies and or preparations for next class

Devising lesson plans is a key skill in teaching and one you will need to develop. You may initially find it time consuming but it will become second nature as you progress through your teaching career. And remember – keep them simple.