

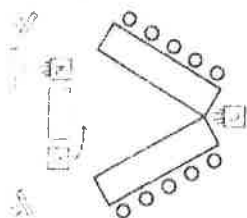
(1) The U-shape

Advantages:

- * Businesslike
- * Trainer can walk into the 'U'
- * Generally good participant visibility
- * Standard, therefore non-threatening

Disadvantages:

- * Somewhat formal; needs ice-breaking
- * Some participants masked by A/V equipment
- * Front participants constantly at 60-90% (neck-ache)
- * Rear participants are far from screen/flip chart



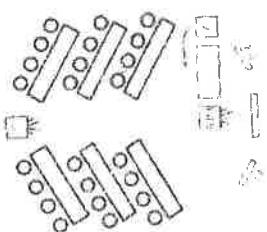
(2) The V-shape

Advantages:

- * Best pattern for visibility, i.e. avoiding participants neck ache
- * Optimum trainer/participant contact
- * Less formal and intimidating than 'U'

Disadvantages:

- * Space requirements (only small groups)



(3) The Herring Bone

Advantages:

- * Space advantage for large numbers
- * All participants at good angle for screen/flip chart etc..
- * Trainer can walk down 'spine'

Disadvantages:

- * Several participants 'masked' by others
- * reminiscent of school
- * Encourages dysfunctional groupings
- * Rear participants far from screen/flip chart
- * Relatively poor participant/trainer contact

Legend

FC = flip chart OH = Overhead projector S = Screen
C = Carousel for slide projector V = video