



Article Title: Keeping instructors happy

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If your club has black belts who contribute to the teaching, it is wise to offer heartfelt thanks and incentives to ensure they stay satisfied helping out and stay enthused about teaching.

As Dennis (2005) points out in his article relating to the woes of an assistant instructor; it is easy to see how classes could suffer and attitudes could change if one relies too heavily on assistant instructors to run the classes. This problem gets even worse if they (the assistant instructors) are not given recognition for their efforts.

As an instructor who has assistants take classes or assist classes; you must make sure you reward your 'workers'. They may sincerely enjoy helping out, maybe they want to teach like you do. Still you must explain to them regularly how important they are to your club.

Possible rewards for their service are discounts or free tuition, offer to pay a percentage of seminar fees when they are in your area. You could get together outside the club with your assistants and have coffee or dinner together. These build camaraderie and show that you care about their opinions and what they do.

If your club is in good financial standing, you could perhaps pay for a heavyweight uniform once a year for your assistant(s). These are subtle and simple ways to show your appreciation for the work of your assistants.

When you offer even a few moments time at the beginning of class to your assistants; they will see and feel that this is something special. One on one with you that 'regular' students do not get. The other students will also see the connection and respect that you are showing the assistants (and they are showing you); this helps to instill the attitudes of the club and brings the club unity together.

Lower ranks see that the assistants get extra benefits by helping out, showing their loyalty and willingness to assist; this in turn spurs the lower ranks on to join the higher ranks and help out also. Such a small gesture of regular appreciation can go such a long way.

Dennis, J. (2005). A Frustrating Rant. *Uechi-ryu Journal*, 1.2. Retrieved August, 10 2005 from http://uechi-ryu-journal.com/june_05_JD.php