

TEACH OTHERS

Working with New Organizers on Home Visits

The best training we can give new organizers is working with them side by side on the doors. This is an opportunity to check for understanding, and to model and teach good organizer habits.



BEFORE HITTING THE DOORS

Before hitting the doors, check in with the organizer on their experiences so far, what they understand about the campaign and how they are going about their day-to-day work.

- Discuss the strategy of a home visit and why it's important.
- Role-play all or parts of the house call before the visit.
- Help the organizer to compile a list of questions to use if they get stuck.
- Go through the plan at the door; who will lead or take each part?
- Review the contact sheet.
- Help them learn to navigate a home visit route in an efficient manner.

DURING THE HOME VISIT

During the home visit, stick to the plan.

- Show restraint: allow the trainee to finish the house call or the pieces he/she is responsible for. Do not butt in.
- When you are leading the visit, model the steps of the house call well.

Check In

- How do you think you are doing?
- What do you find challenging?
- What helpful advice have you gotten from others?
- Tell me what you understand about the campaign. What's the message? What are you trying to accomplish this week?

AFTER EACH VISIT

After each visit, find a place to pull over and debrief the visit and model good recordkeeping practices.

- Discuss the house visit step by step.
- Start by ask questions about each step and what the organizer thought went well or was a challenge.
- Ask the trainee for feedback about what you did: “Can you think of any questions I didn’t ask?”
- Be specific and direct about any feedback you have for them.
- Ask them to fill out the contact sheet, and give them feedback and guidance to make sure it is detailed and complete.

Checkout

- What did you learn about this person?
- What should the next step be?
- What questions do you have?
- What do you want to focus on during the next visit?