

Every single cop when they find out they have to do scenario based in-service training:



By Duane Wolfe

©2024 and North American Rights

I saw this meme the other day on Facebook and then read the comments. I thought they might provide a good reminder of what quality reality based training should be.



El Ton

Every single instructor during scenario based training: *Student walks into room*. Instructor: "Stop, you did it wrong"

3d Like Reply Edited

74 🤔👍

As instructors we may have an idea in our head of how we would or think we would handle a situation. The important question you need to ask yourself is, “Is there only one right (my) way to handle the scenario?”.

Every officer handling the scenario has a different level of training, they will perceive things differently and as a result may respond differently. In a recent Force Science study 42 officers responded to a training simulation and they got 42 different responses. No two officers, all trained by the same department, responded identically.

Are you training your officers to do what you want them to do or to respond to a situation and demonstrate good tactics, and sound judgement?



Mike Schrage

The thing I dislike about scenario training is that it's almost always a deadly force/no-win situation. While I get the training value of that, I feel like it also works against all the de-escalation stuff, because the scenario is rigged from the begin... [See more](#)

3d Like Reply

18

[View all 6 replies](#)



Joab Irwin

When every single training scenario is a variation of the Kobayashi Maru exercise.....ugh! 🤔

2d Like Reply

4

When everyone suits up in protective gear the assumption is that we have to be shooting, otherwise why suit up? When using marking cartridges safety equipment is mandatory. However, scenarios can be done with laser pistols, blanks or airsoft pistols with no pellets loaded. This allows for better observation of people's faces during the scenarios. Even if you are using marking cartridges there should always be non-shooting scenarios.

No-win situations are set up by instructors who don't understand the purpose of RBT training. Ignorance and Ego are always our two enemies in the training world. If you have not read Ken Murray's book, "Training at the Speed of Life" or better yet attended his training, or something similar you have no business conducting RBT training. You don't know what you don't know, and your ignorance may be deadly for your officers.

Ego often raises its ugly head when instructors decide to show their students how good the instructor is and how poor the student is, by constantly defeating the student. If officers are leaving a scenario, RBT or not, feeling defeated you have failed as an instructor.



Wolfe Gray

But in all fairness, I will complain no matter what I'm doing.

20h Like Reply

As a trainer, you can't make everyone happy. There will always be those who complain. Important questions to ask yourself are, "Are the complaints justified" and "What can I do to change that?" The complaints may be because of previous experiences with underqualified instructors making bad training decisions. The bad decisions may have been your own. But, as Maya Angelou said, "We do the best we can. When we know better, we do better."



Gary Slater

The best scenarios copy last weeks deadly force events

2d Like Reply

The "R" in RBT stands for Reality. If your scenarios aren't based on realistic situations, it is no longer RBT. If you haven't seen it yourself, either in real life or on video, it probably shouldn't be in a scenario. Your job is to prepare your officers for the situations they will most likely face.



Brandon Matthew

Juan Martinez training never takes night shift into training. Oh you just worked 630 to 630? Oh well. Training starts at 7 am.

2d Like Reply



If you got into training so you could have a regular day job, you probably shouldn't be in training. Are you willing and able to accommodate your training schedule to the different shifts that your officers work? If you do, you will probably get fewer complaints, greater buy in and the appreciation of the night shift.

Confession time! I've made most of the mistakes listed above. Why? When I started doing RBT I just copied what those who did it before me did. They had no training in RBT. I copied their mistakes.

Like most cops, and cop trainers I have an ego. Sometimes that ego made the training about me, and not about those I was training. After almost 30 years of training full time, I have trained thousands of people, through 10,000's of thousands of scenarios. Many of those people bear training scars caused by me. By my ignorance and my ego. Ignorance is cured by education. Ego, is cured hopefully by time, maturity, and education.

In order for your people to be the best they need the best possible trainer YOU can be. You will make mistakes. You will inflict training scars on those you train. Learn. Learn from your mistakes. Learn by attending training. Seek out the experts, in webinars, podcasts, YouTube videos, and in

person. Join professional organizations like the International Law Enforcement Educators and Trainers Association (ILEETA).

Learn by reading. Good trainers are eternal students.