



SOLO ACTIVITY

Clear Delivery or Real Learning

Name _____

Date _____

Two explanations for a session that did not land. Only one of them is testable.

 30 to 40 minutes

 On your own

 Paper and pen

1 Read the two approaches

Approach A

Good training means the content is clear and everyone receives it the same way. Quality sits in the material and the delivery. When results are weak, the explanation reaches for the learners: their motivation, their effort, their prior ability.

Approach B

Good training means the content is aligned to how people actually take information in. The material can be excellent and still miss, because attention, pace, cognitive load and application differ across a room. When results are weak, the design is examined first.

2 Compare them

	APPROACH A	APPROACH B
Where each one looks when outcomes are poor		
What is assumed about difference in the room		
Same pace against different processing		
What is counted as evidence of success		

3 Critique both

Strengths of A

What does standard delivery get right?

Limitations of A

What does blaming motivation hide?

Strengths of B

What does alignment make visible?

Questions about B

Why has this been hard to do at scale?

4 Make a judgement

The learning problem is structural, not motivational. Do you agree, disagree, or partly agree? Argue it from the chapter, and name one weakness in its position.

The claim I would most want to test further is _____



More ways into Chapter 1

This section is also available as video, audio, infographics, mind map, and more, including an opportunity to do a deep dive into reference material. Start with the format that suits you best.

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