



SOLO ACTIVITY

One Theory or Several

Theories that correct each other on paper have to share a room in practice.

30 to 40 minutes

On your own

Paper and pen

1 Read the two approaches

Approach A

The trainer picks one strong theory and works from it consistently. Decisions are quick, the session has one logic, and quality is easy to judge. Learners who suit that logic do well. The others are handled as exceptions, if at all.

Approach B

The trainer moves between approaches during delivery, using learner preference to decide which one and when. Coverage is wider and more learners are reached. The cost is carried by the trainer, who is now making judgement calls live.

2 Compare them

	APPROACH A	APPROACH B
How each one decides what to do next		
Who is reached, and who is handled as an exception		
What each demands of the trainer in the room		
How consistent the result is across sessions		

3 Critique both

Strengths of A

What does one consistent logic protect?

Limitations of A

What is lost by committing to a single lens?

Strengths of B

What does preference-led switching make possible?

Questions about B

Could it become a checklist of activities instead?

4 Make a judgement

The chapter calls this a decision-support gap rather than a knowledge gap. Say whether that holds, and name one risk in preference-led delivery the chapter leaves alone.

If theories were always complementary, practice fragmented because



More ways into Chapter 10

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.