



SOLO ACTIVITY

Deficit or Design

Name _____

Date _____

When someone struggles, the first question decides everything that follows.

 30 to 40 minutes

 On your own

 Paper and pen

1 Read the two approaches

Approach A

Difficulty is read as a shortfall in the learner: effort, focus or ability. One dominant format, fixed pacing and a standard assessment are held constant, so anyone who underperforms is assumed to be the variable. Support is a specialist matter, handled separately.

Approach B

Difficulty is read as information about the design. Formats vary, pacing responds, structure is explicit, and there is more than one way to show understanding. Adaptation runs on preference rather than disclosure, so nobody has to declare anything to be accommodated.

2 Compare them

	APPROACH A	APPROACH B
What each one treats as the cause of struggle		
Which carries more unnecessary cognitive load		
What each does to anxiety in the room		
What gets measured: capability, or fit with the format		

3 Critique both

Strengths of A

What does a single consistent format protect?

Limitations of A

Which strengths stay hidden, and why?

Strengths of B

What does preference-led adaptation solve that disclosure cannot?

Questions about B

What should a trainer be careful of with preference data?

4 Make a judgement

Inclusive design makes training easier but less rigorous. Say whether the chapter supports that, and argue your own position.

The principle I would treat as non-negotiable is _____



More ways into Chapter 12

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.