



SOLO ACTIVITY

Showing  
or Explaining

Name \_\_\_\_\_

Date \_\_\_\_\_

Proving something works is the easier half. The field has mostly done that half.

 30 to 40 minutes

 On your own

 Paper and pen

1 Read the two approaches

Approach A

One trainer delivers adaptive training to a single cohort. Learners complete a satisfaction survey and a quiz straight afterwards. Scores improve, feedback is warm, and the result is reported as evidence that the method works.

Approach B

Several independent trainers run the same approach across multiple cohorts. Learners are assessed immediately and again months later, on practice, adaptability and behaviour change, with data governance defined in advance.

2 Compare them

|                                                | APPROACH A | APPROACH B |
|------------------------------------------------|------------|------------|
| What each one can honestly claim               |            |            |
| What immediate gains do and do not show        |            |            |
| How each handles the trainer as a variable     |            |            |
| What each counts as an outcome worth measuring |            |            |

3 Critique both

Strengths of A

What is the smaller study still good for?

Limitations of A

Why might it look effective and not generalise?

Strengths of B

What does the longer design let you say?

Questions about B

What limitation survives even here?

4 Make a judgement

Of these five, which improvement matters most: explaining mechanisms, longitudinal study, independent trainers, ethics and governance, or measuring meaningful outcomes? Defend one against another.

What researchers should stop relying on is



More ways into Chapter 19

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.