



SOLO ACTIVITY

Adapting Late or Planning Early

Name _____

Date _____

Identical content, aligned delivery, different results. Worth checking what that proves.

 30 to 40 minutes

 On your own

 Paper and pen

1 Read the two approaches

Approach A

Conventional design adapts in the room. Trainer prepares the material, reads the group as sessions run, adjusting where something is not working. Learner difference becomes visible late, if at all, and whatever is noticed has to be handled while delivering at the same time.

Approach B

Insight into how the group is likely to engage gathered before the session. Trainer uses it to set pace, structure, emphasis and activity in advance. Content and curriculum remain unchanged. Data informs decisions, doesn't replace trainer judgement.

2 Compare them

	APPROACH A	APPROACH B
What happens before anyone walks in		
When learner difference becomes visible		
What the trainer is deciding, and when		
Which model carries less unnecessary load		

3 Critique both

Strengths of A

What does reading the room in real time do well?

Limitations of A

What stays invisible until it is too late to act?

Strengths of B

What does deciding in advance make possible?

Questions about B

What happens if learner insight is overapplied?

4 Make a judgement

The content was identical, the delivery was aligned, and the outcome differed. Say what that evidence supports, and what conclusion would be reaching too far.

Responsible use of learner insight would require _____



More ways into Chapter 4

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.