



SOLO ACTIVITY

Shaping Behaviour or Building Meaning

Name _____

Date _____

Five theories, each right about something.
None of them right about everything.

 30 to 40 minutes

 On your own

 Paper and pen

1 Read the two approaches

Approach A

Behaviourism and instructional design work from the outside in. Learning shows as observable behaviour, shaped by reinforcement and practice, with objectives and sequence planned in advance. Structure is the strength. The plan cannot see what happens inside the learner.

Approach B

Cognitive theory, constructivism and experiential learning work from the inside out. Learning depends on attention, prior knowledge and meaning the learner builds through doing and reflecting. Without scaffolding, that same freedom leaves some learners stranded.

2 Compare them

	APPROACH A	APPROACH B
What each treats as evidence that learning happened		
Where the trainer's effort goes: planning or responding		
How each explains two people getting different results		
What each one cannot account for on its own		

3 Critique both

Strengths of A

Why does reinforcement still earn its place?

Limitations of A

Where does a fixed plan fall short in the room?

Strengths of B

What does building meaning give that drilling cannot?

Questions about B

What goes wrong without scaffolding?

4 Make a judgement

No single learning theory is enough for effective training design. Agree or disagree, drawing on at least three of the five, and say what that means for a trainer on Monday morning.

Effective training should



More ways into Chapter 5

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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