



GROUP ACTIVITY

The Hidden Variable

Same content, same hour, same assessment. Three different sets of results.



10 to 15 minutes



4 or more people



Evidence files and pens

- 1 Write up three session reports. All three taught the same material in sixty minutes and were assessed the same way.
- 2 Report A: moderate scores, low recall a week later, inconsistent use at work, explanations repeated often. Report B: higher scores, stronger recall, consistent use, learners engaged early. Report C: mixed scores, uneven recall, good for some and weak for others.
- 3 Working alone or in pairs, find the pattern across all three, then name the one variable that could explain it.
- 4 Then the harder question: two trainers, identical materials, different results. What would you ask before judging the training?

Working on your own?

Read the three, then write the report your last session would have produced. Recall after a week is the line most people cannot fill in.



More ways into Chapter 6

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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