



SOLO ACTIVITY

Equal Input or Equal Outcome

Name _____

Date _____

Everyone received the same session.
That is the claim, and also the problem.

 30 to 40 minutes

 On your own

 Paper and pen

1 Read the two approaches

Approach A

Uniform delivery gives everyone the same materials, pace and activities. It is efficient to plan, easy to defend as fair, and simple to repeat. The cost arrives later, in repeated explanations, follow-up sessions and learning that never reached practice.

Approach B

Personalised learning holds the objectives fixed and varies how the session is delivered. Preparation is heavier and more specific. In the room the trainer is doing less firefighting, because the friction was removed before anyone arrived.

2 Compare them

	APPROACH A	APPROACH B
What happens to engagement and recall		
What reaches practice afterwards		
Where the trainer's workload actually falls		
What each costs the organisation over a year		

3 Critique both

Strengths of A

Why does uniform delivery look efficient?

Limitations of A

Who carries the cost, and when does it show?

Strengths of B

What does alignment remove before the session starts?

Questions about B

What keeps it structured rather than inconsistent?

4 Make a judgement

Equality of input is not equality of outcome. Say what that means, relate it to the chapter, and decide whether you agree.

A programme can be both flexible and consistent when



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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