



SOLO ACTIVITY

Teaching the Room or the Individual

Name _____

Date _____

Both approaches claim fairness. They mean different things by the word.

 30 to 40 minutes

 On your own

 Paper and pen

1 Read the two approaches

Approach A

Teaching the room treats the group as one learner. Everyone gets the same method, which is defended as fair because it is identical. Difference is handled in the moment, if the trainer notices it, and anyone who does not keep up is assumed to have fallen behind.

Approach B

Teaching the individual keeps group delivery but builds variation in from the start. The objective and the standard stay fixed. The method does not. Fairness is judged by what learners leave with, rather than by what they were handed.

2 Compare them

	APPROACH A	APPROACH B
What each one means by fair		
How learner difference is handled, and when		
What happens to rigour and standards		
What the trainer decides before the session		

3 Critique both

Strengths of A

What does one consistent method protect?

Limitations of A

What is lost when the group is treated as a learner?

Strengths of B

What does designing variation in advance achieve?

Questions about B

Where does it strain in large groups?

4 Make a judgement

Consistency of outcome matters more than uniformity of method. Set out both sides, say what the claim assumes, and reach a conclusion.

Teaching everyone the same way is called fair because



More ways into Chapter 7

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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