



GROUP ACTIVITY

The Wrong Conclusion

The first explanation people reach for is usually the one about the learners.



10 to 15 minutes



4 or more people



Paper and pens

- 1 A trainer teaches a new workplace procedure to 20 people in one session. Some engage and apply it. Others go quiet, fall behind, and cannot use it afterwards.
- 2 The evidence: one delivery format throughout, a fixed pace, nothing known about the learners beforehand, no practice before assessment, everyone who did well prefers structured verbal explanation, and the trainer says everyone got the same opportunity.
- 3 Three possible conclusions. The weaker learners lacked motivation. The content was too advanced. The delivery created uneven access. Pick one, and reject the other two in writing.
- 4 Then say what assumption would lead someone to the wrong answer.

Working on your own?

Decide first, then check which conclusion you would have reached from the symptoms alone, without the evidence list. That gap is the chapter.



More ways into the Conclusion

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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