



SOLO ACTIVITY

Blame the Learner or Fix the Design

Name _____

Date _____

Two explanations for the same failure.
One of them is actionable.

 30 to 40 minutes

 On your own

 Paper and pen

1 Read the two approaches

Approach A

Learning fails because some people are unmotivated, less able or unwilling to engage. Everyone received the same content in the same format, so the training was fair, and the explanation for uneven results sits with the individuals.

Approach B

Learning fails because training is designed around a false assumption of uniformity. The goal and the content hold, while pacing, examples, participation and engagement are shaped by insight gathered before delivery begins.

2 Compare them

	APPROACH A	APPROACH B
What each one assumes about the people in the room		
Where each locates the cause of failure		
What each would lead a trainer to change		
Who benefits, and who is disadvantaged		

3 Critique both

Strengths of A

Why does uniform delivery look fair?

Limitations of A

What is it confusing equality with?

Strengths of B

What does alignment achieve without lowering the standard?

Questions about B

What does the chapter leave unanswered?

4 Make a judgement

Is this chapter more persuasive as a critique of traditional training or as a practical guide to improving it? Take a position, name one limitation, and say what a trainer should do next.

The fairest training is not the one that treats everyone the same, because _____



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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