



SOLO ACTIVITY

Terms That Get Confused

Name _____

Date _____

Two words that sound alike will send a trainer in two different directions.

 30 to 40 minutes

 On your own

 Paper and pen

1 Read the two approaches

Approach A

Uniform delivery, content uniformity, engagement, completion. These are the easy terms. They describe what a session looked like and whether people turned up and seemed interested, which is why they get used as proof that it worked.

Approach B

Delivery alignment, retention, transfer of learning, professional judgement, human oversight. These describe what changed afterwards and who decided. Harder to observe, slower to collect, and much closer to whether anything was actually learned.

2 Compare them

	APPROACH A	APPROACH B
What each set measures, and when		
How easily each is observed in the room		
What each one would have a trainer do next		
Which set survives being asked for evidence		

3 Critique both

Strengths of A

Why are these terms so widely used?

Limitations of A

Which decision do they quietly justify?

Strengths of B

What do they reveal that the first set cannot?

Questions about B

What makes them hard to put into practice?

4 Make a judgement

Rewrite these so they match the glossary: giving everyone the same delivery is fair; learners looked interested so it worked; if AI recommends a change, follow it.

The distinction in this glossary that matters most is _____



More ways into the Glossary

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.