



SOLO ACTIVITY

Standardised Training or Adaptive Training

Name _____

Date _____

Two models, same room. They disagree about what a trainer needs to know.

 30 to 40 minutes

 On your own

 Paper and pen

1 Read the two approaches

Approach A

Training is built once and delivered the same way to everyone. It is designed around the average participant, optimised for consistency and coverage, and judged by attendance and completion. Learner difference is treated as noise rather than information.

Approach B

The same core content is prepared, but LSA gives the trainer insight into how the group is likely to process and engage, and AYT turns that into decisions about pace, structure and emphasis. What is taught stays the same. How it is delivered does not.

2 Compare them

	APPROACH A	APPROACH B
What each model assumes about the learner		
Where the trainer puts their attention		
What changes in the way content is delivered		
What gets counted as success		

3 Critique both

Strengths of A

Where does standardisation still earn its place?

Limitations of A

What does designing for the average cost?

Strengths of B

What does learner insight let a trainer decide?

Questions about B

What goes wrong if preferences are treated as fixed?

4 Make a judgement

Which model is more likely to improve real learning outcomes, and why? Use evidence from the Introduction rather than opinion alone.

The claim I would most want to test further is _____



More ways into the Introduction

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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