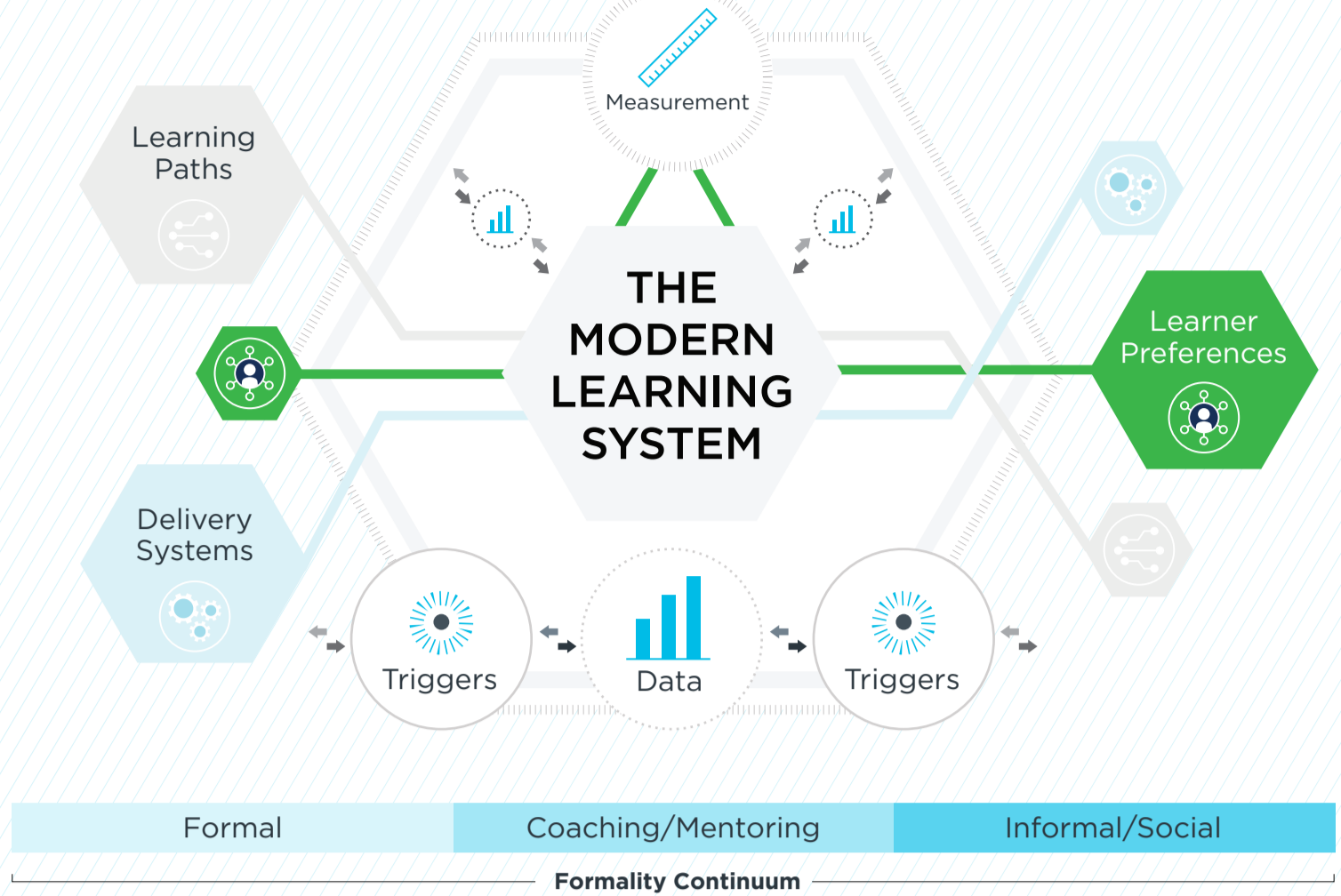


NARROWING MODERN LEARNER PREFERENCE GAPS

Learner preferences play a prominent role in the modern learning system.



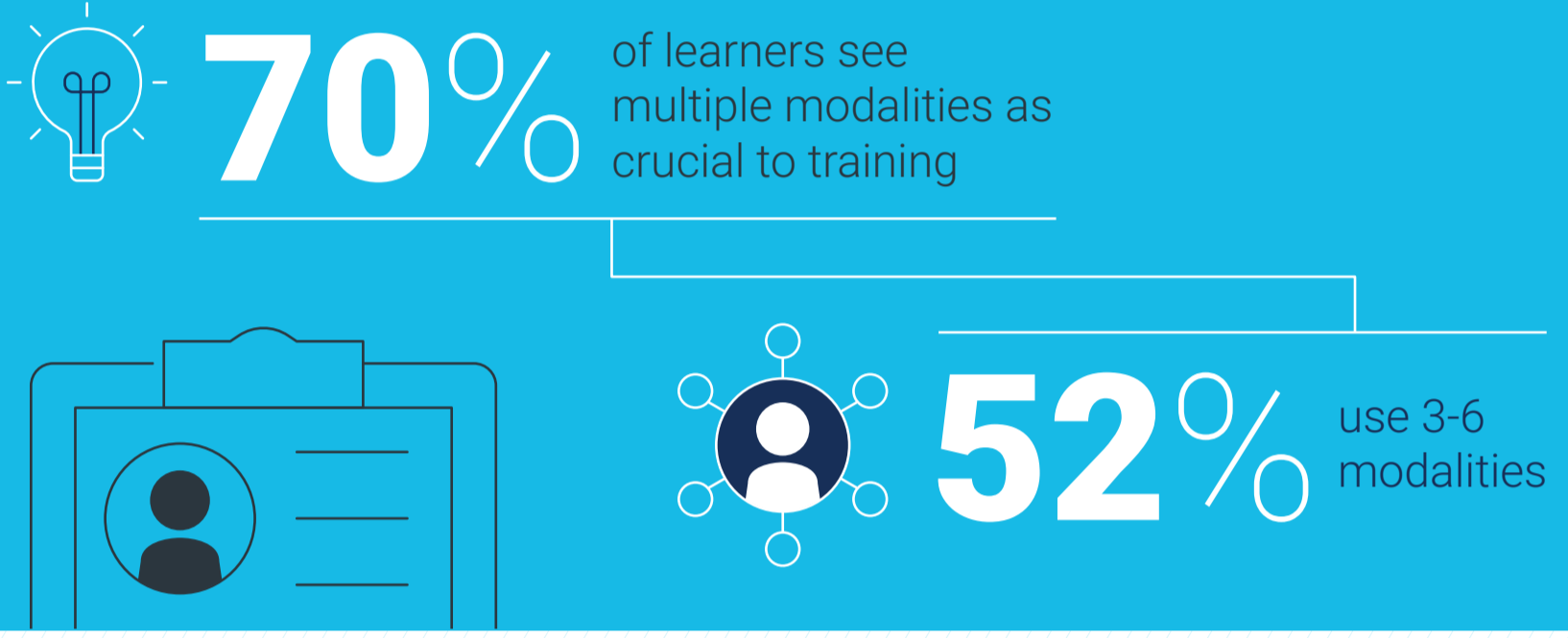
Understanding them can help address some of the top challenges of learning leaders, including:

sustaining the impact of training

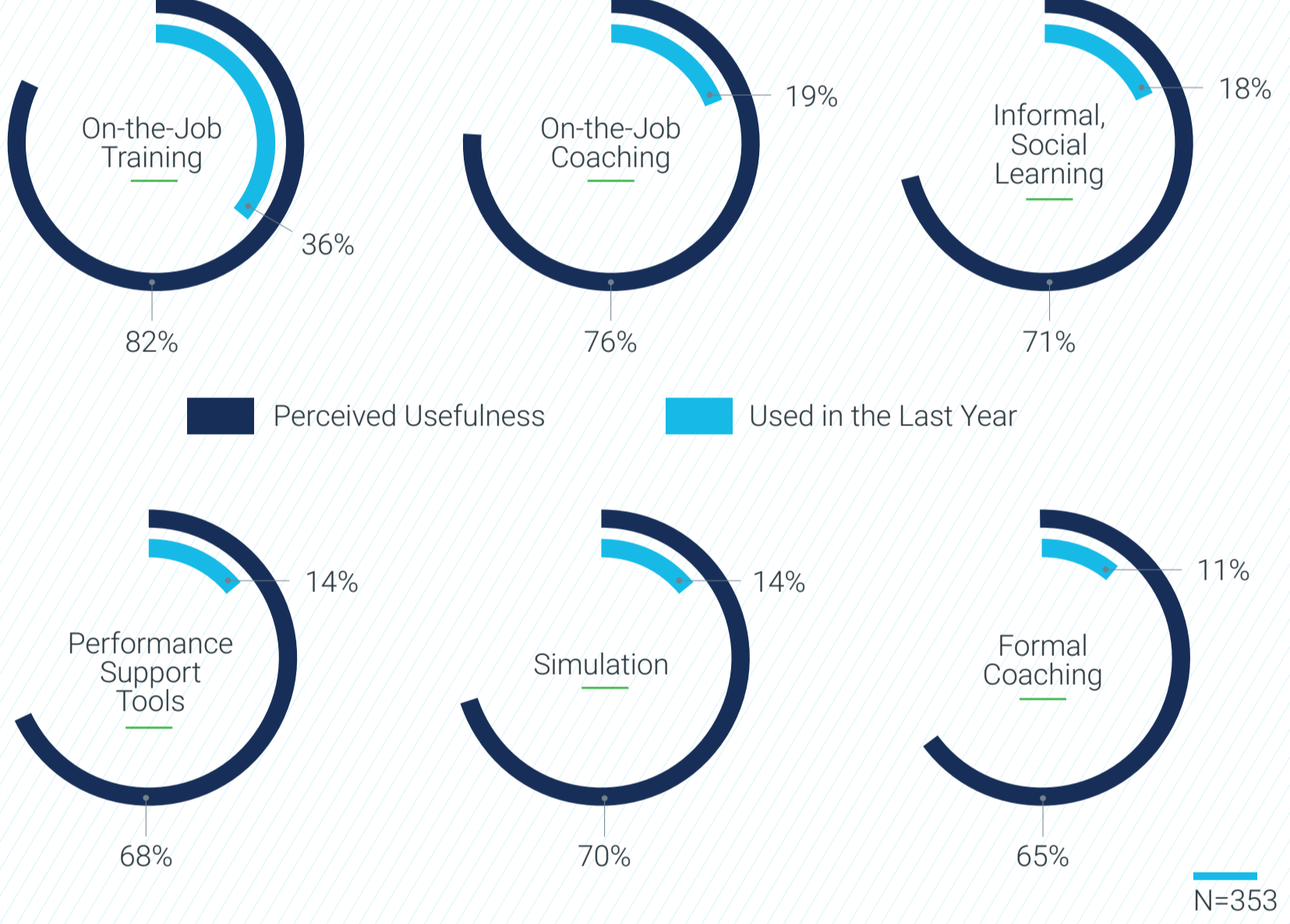
&

providing high-quality learner experiences

Examining learner preference research can guide decisions about how to provide training.



Learner Preference Gaps



Training programs need to include more of the modalities that are the most impactful and deliver them well. To ensure success in each of the learner preference quadrants, follow these tips:

Learner Preference Quadrants

<p>USEFUL BUT UNDERUSED</p> <ul style="list-style-type: none"> Adaptive Learning Formal Coaching Performance Support Tools Simulation Informal, Social Learning On-the-Job Coaching <ul style="list-style-type: none"> Start small Incorporate elements into already designed content Use for reinforcement/practice 	<p>USEFUL AND OFTEN USED</p> <ul style="list-style-type: none"> On-the-Job Training Instructor-Led Training E-Learning Videos <ul style="list-style-type: none"> Don't break what isn't broken Test early and often
<p>UNSURE AND NOT OFTEN USED</p> <ul style="list-style-type: none"> Virtual/Augmented Reality User-Generated Knowledge Base Gamification Books Mobile Learning Audio <ul style="list-style-type: none"> Don't rush to adoption Periodically gauge changes in new modalities 	<p>LESS USEFUL BUT OFTEN USED</p> <ul style="list-style-type: none"> Webinar(s) Virtual Instructor-Led Training <ul style="list-style-type: none"> Gauge economic trade-off Best practices for virtual instructor-led training Consider quality and access points

These popular and effective modalities should be used more!

These frequently used modalities should be high quality!

Close the gap even more when you plan to:

- ▶ Empower learner access.
- ▶ Architect learning paths that incorporate preferences.
- ▶ Use multiple modalities.
- ▶ Market learning opportunities.
- ▶ Formalize the informal.
- ▶ Consider topic.

Narrowing learner preference gaps enables more efficient and effective use of resources to drive employee development, engagement and business performance.

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