HOW TO:

Apply science-based training to your learning strategies

Many of us just don't really know how we learn. Which is strange really, considering a lot of us are developing programmes full of information people need to learn.

Although terms like 'science-based' training can sound a little daunting, it's really about applying research and proven scientific techniques to what we're already doing. Here we'll help you get started.

1 Learning in the workflow:

Consider the materials and duration of your learning programmes. Is there an adequate opportunity for employees to absorb concepts, as well as practice and apply them in the workplace?

By providing real chances for your people to apply what they have learned in a real-life context, you will help to solidify their learning.

2 Engage different parts of the brain:

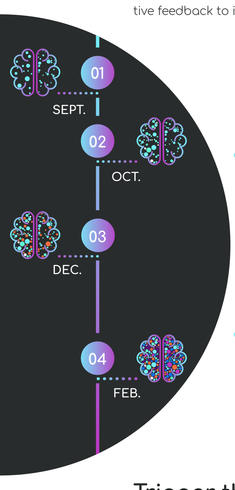
Incorporate exercises, tasks and learning opportunities which activate different parts of the brain. Using a variety of exercises such as physical exercises, mind mapping, introducing music, videos or visual assets which bring passive information to life.

This helps to make concepts more concrete, easily retrieved and actionable.

3 Reduce stressors and anxiety:

How could you make your approach more 'learner-centric'? Focus on reducing passivity and anxiety, both of which can be major blockers to learning.

Science-based learning purposely builds in more support to alleviate stress as it helps us learn better. Make sure to introduce multifaceted methods to blend both logic and creativity. Ultimately, we want to create an environment where learning is embedded with exploration, practice and constructive feedback to increase engagement.



4 Give them some space:

Spaced repetition leverages the 'spacing effect', a phenomenon which describes how our brains learn more effectively when we space out our learning over time. This allows our neural connections to solidify, increasing our capabilities of recall and remembering over time.

5 Trigger their emotions:

That's right, hit 'em right in the heart of their emotional core. Evoking emotions causes much stronger neural pathways to be created. It's why we remember traumatic or exhilarating experiences from our past - they're extremely powerful.

Whether you use storytelling, personalisation or something else entirely, get those feelings flowing.

6 Keep it human:

Humans need time with other humans. And if they are learning, giving them important time with experts, mentors and peers is fundamental to ensure a deeper understanding.

This is important in our ever-increasing digital world; don't just make everything online because it's quicker or cheaper. Consider how you can blend experiences or at least use technology which facilitates social experiences such as whiteboards, breakouts and more.

We're passionate about science-based learning. It's in our DNA. If you'd like to explore how brain-friendly design and learning programmes could help deliver the results you want, we'd love to talk to you.

STELLAR LABS