

7 COMMON THOUGHTS OF A DISENGAGED LEARNER

AND HOW TO DESIGN AROUND THEM .



IMONLY HERE BECAUSE I HAVE TO BE.

Forcing people through training is like force-feeding vegetables to a toddler. Nobody wins.

- SOLUTION: Give learners meaningful choices in how they will acheive objectives.
- QUICK TIP: Next time you plan a training, design three different paths to the same outcome. Offer a self-paced digital option, a collaborative peer workshop, and a project-based application track—then let people choose their own adventure. Offering choice in HOW they learn immediately boosts buy-in.



THIS ISN'T RELEVANT TO MY JOB.

Generic training is the workplace equivalent of a participation trophy. Technically impressive, but practically useless.

SOLUTION: Create personalized pathways that connect directly to role-specific challenges.

EXAMPLE: Replace one-size-fits-all learning initiatives with role-based tracks so learning becomes immediately applicable and relevant.



IDON'T HAVE TIME FOR THIS RIGHT NOW.

Scheduling 3-hour learning blocks in packed calendars? That's setting yourself up for failure.

SOLUTION: Offer self-paced microlearning that professionals can access in their moment of need and interest.

TRY THIS: Create a digital toolkit with quick videos, ready-to-use templates, and conversation scripts people can grab on the go.



LALREADY KNOW THIS INFORMATION

Making experts sit through Beginner 101 is the fastest way to breed cynicism about ALL training.

- SOLUTION: Implement skill assessments that let people test out of material they've mastered.
- QUICK WIN: Create a 5-minute "show what you know" pre-assessment before your training. Anyone who demonstrates mastery can go to advanced content or become a peer coach.



WHAT'S IN ITEM ITEM IN ITEM ITEM IN IT

If learning doesn't connect to growth, it's just another corporate checkbox.

- SOLUTION: Link learning to future roles and growth paths.
- PIDEA IN ACTION: Create 2-minute video testimonials from people who have successfully used specific skills to advance. Place these "future self" stories at the beginning of each learning module.

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L'LL NEVER USE THIS IN REAL LIFE.

Theory without practice is like reading about swimming without getting wet.

- SOLUTION: Create project-based learning where people apply new skills to real life challenges.
- WHAT THIS LOOKS LIKE: Before your next training, ask participants to bring a real problem they're facing. Build application time directly into the session where they apply what they just learned to their specific challenge.



NOBODY NOTICES IF I USE WHAT I LEARN

Without accountability, even the best learning initiatives vanish into thin air.

SOLUTION: Build peer learning communities where people are able to share application stories.

EASY WIN: Create regular opportunities for people to share how they've applied recent learnings. It can be a casual, fun, and celebratory way for the team to gather together.



THE FUTURE OF WORKPLACE LEARNING ISN'T MORE CONTENT. IT'S MORE AGENCY.

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