

Let Them Choose: Cafeteria Learning: Part 1

“Cafeteria Learning will be the next evolution of design criteria to usher instructional designers, trainers, and change strategists into the future.”

Tracey L. Adams
Change and Learning Strategist, Nike



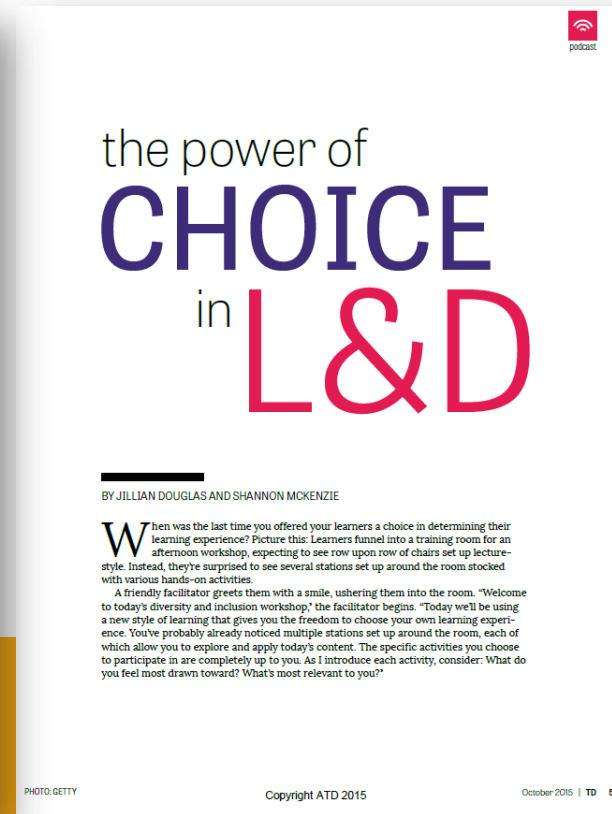
Association for
Talent Development

✓ What is Cafeteria Learning?

- ✓ What is Cafeteria Learning?
- ✓ The Research

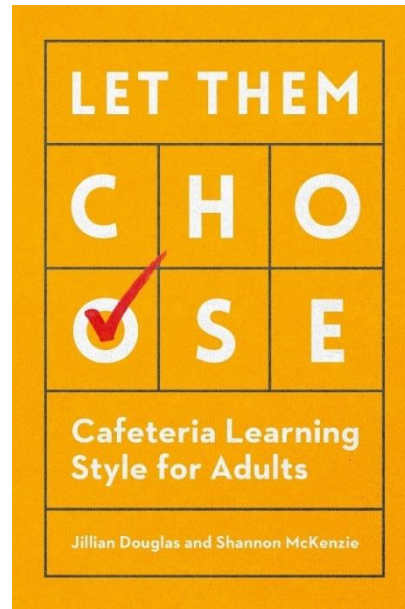
- ✓ What is Cafeteria Learning?
- ✓ The Research
- ✓ Learner Benefits

Yes/No: *Have you read the TD article?*



POLL

Yes/No: *Have you read the book?*



POLL

✓ What is Cafeteria Learning?



















APPLYING THE SCIENCE OF LEARNING TO INSTRUCTIONAL DESIGN






CHOOSE • EXPLORE • ENGAGE

PLEASE CHOOSE AT LEAST ONE ACTIVITY FROM EACH TOPIC BELOW. IF TIME ALLOWS, YOU MAY COMPLETE MORE.




LIMITATIONS OF LECTURE

- A PICTURE IS WORTH 1,000 WORDS**  
Visual brainstorm meets your lecture experiences.
- TRAINERS & LEARNERS** 
Use a flipchart to discover the limits of lecture.
- THE LAMEST LESSON** 
Share your WORST learning experience and listen to those of others.

BRAIN-BASED LEARNING

- BRAIN CARDS**  
Review principles of brain-based learning alone or with a partner.
- SHARK WALK**  
Choose from a list of learning techniques to discuss while walking.
- PRIMING THE BRAIN** 
Find out how priming helps prepare our brains for learning.

BEST PRACTICES

- MIND GAMES** 
Compete with a partner to test your retention of content.
- HEADS UP!** 
Can you guess the words you're wearing based on the other player's clues?
- BEST LEARNING MEMORY** 
Share your BEST learning experience and listen to those of others.





THE FRAMEWORK

1. Appetizer (Priming)
2. Main Course (Activities)
3. Dessert (Debrief)

WHAT IS CAFETERIA LEARNING?

1. Appetizer (Priming)



CONTINUED ON REVERSE ➔

ELENA

AGE 48

OMAHA, NE

OWNER OF STAFFING AGENCY

FACE VALUE

Instructions: Use the picture card to answer these questions while you wait for the session to begin.

1. What is your impression of this person?
2. What kind of music do they like?
3. How much education have they received?
4. Do you trust this person? How much?
5. Do you like this person?

WHAT IS CAFETERIA LEARNING?













2. Main Course (Activities)



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LIMITATIONS OF LECTURE	BRAIN-BASED LEARNING	BEST PRACTICES
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WHAT IS CAFETERIA LEARNING?













2. Main Course (Activities)



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WHAT IS CAFETERIA LEARNING?

3. Dessert (Debrief)

“THIS EXPERIENCE MADE ME THINK IN SO MANY WAYS, I LEARNED HOW OTHER PEOPLE THINK.”

WHAT IS CAFETERIA LEARNING?

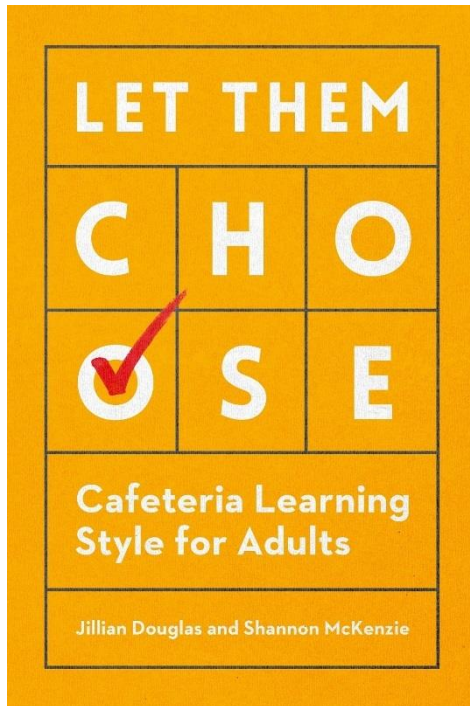
Chat Box: *How would you describe Cafeteria Learning?*



POLL

✓ What is Cafeteria Learning?

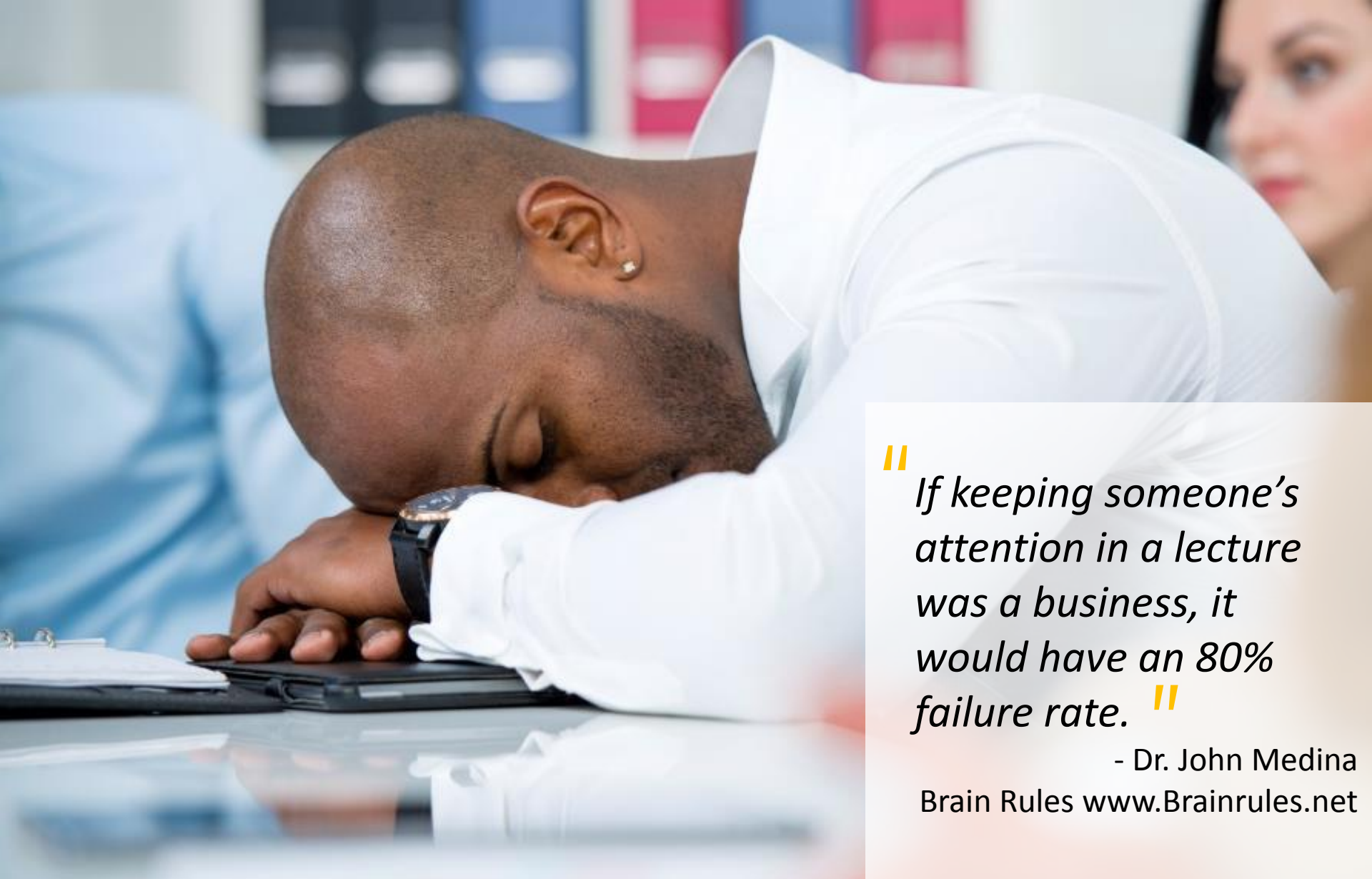
✓ The Research



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HOW WE LEARN

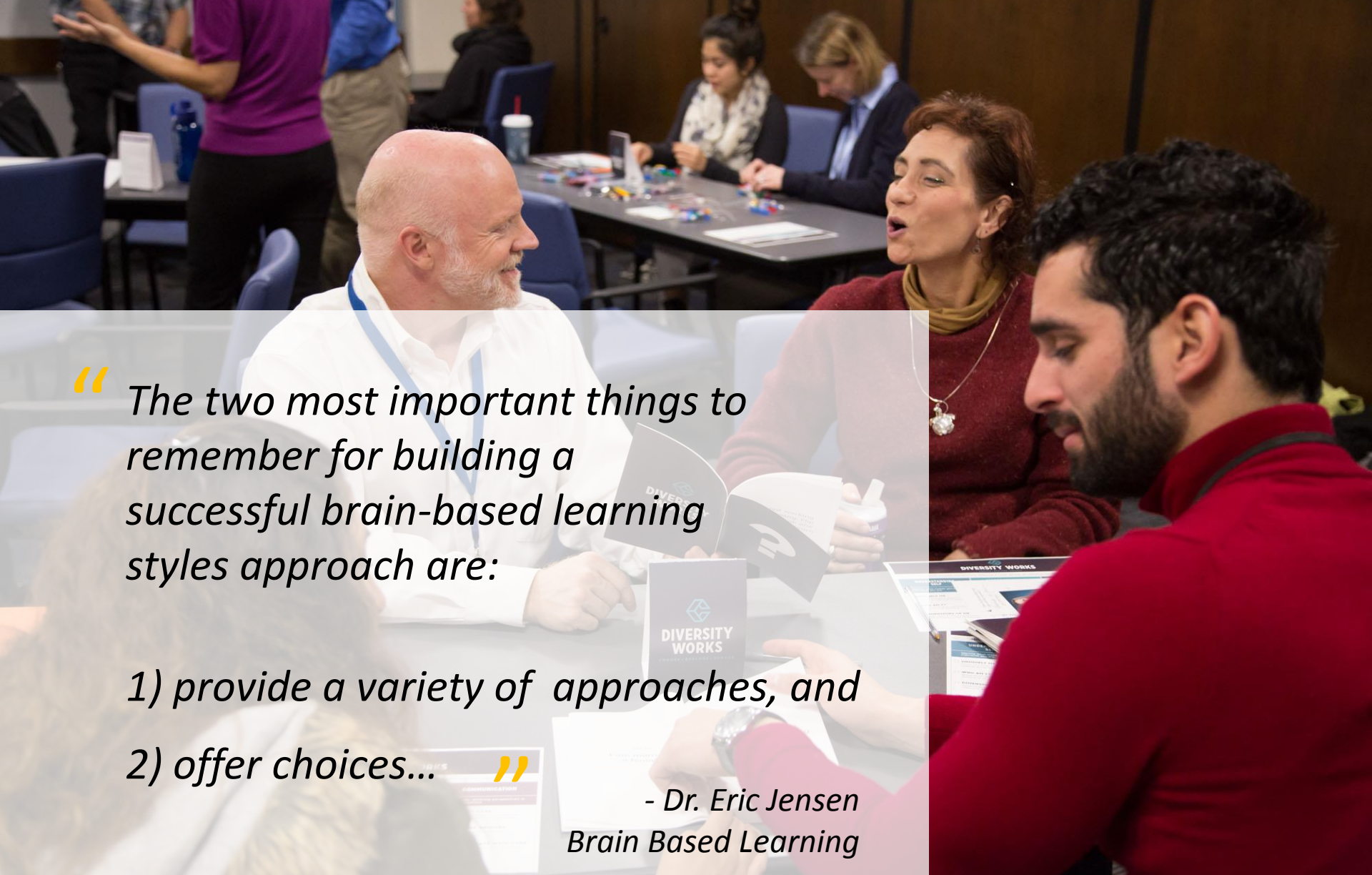
THE RESEARCH



“
*If keeping someone’s
attention in a lecture
was a business, it
would have an 80%
failure rate.*”

- Dr. John Medina
Brain Rules www.Brainrules.net

THE RESEARCH

A photograph of a meeting room with several people. In the foreground, a man with a beard and a white shirt is looking towards a woman in a red sweater who is speaking. Another man in a red sweater is looking down at a brochure. In the background, other people are seated at tables, some with colorful objects on them. A brochure titled 'DIVERSITY WORKS' is visible in the foreground.

“ The two most important things to remember for building a successful brain-based learning styles approach are:

- 1) provide a variety of approaches, and*
- 2) offer choices... ”*

*- Dr. Eric Jensen
Brain Based Learning*

THE RESEARCH



“If Montessori-style internal training isn’t already happening, someone should start it.”

- Daniel Pink

THE RESEARCH



“Only by wrestling with the conditions of the problem at hand, seeking and finding his own solutions (not in isolation but in correspondence with the teacher and other pupils) does one learn.”

- John Dewey

THE RESEARCH

“
... In a nutshell,
effective learning takes
places when experience
becomes central—when
learners have the
chance to act, move,
problem-solve, and
construct their own
knowledge.”

- Douglas/McKenzie



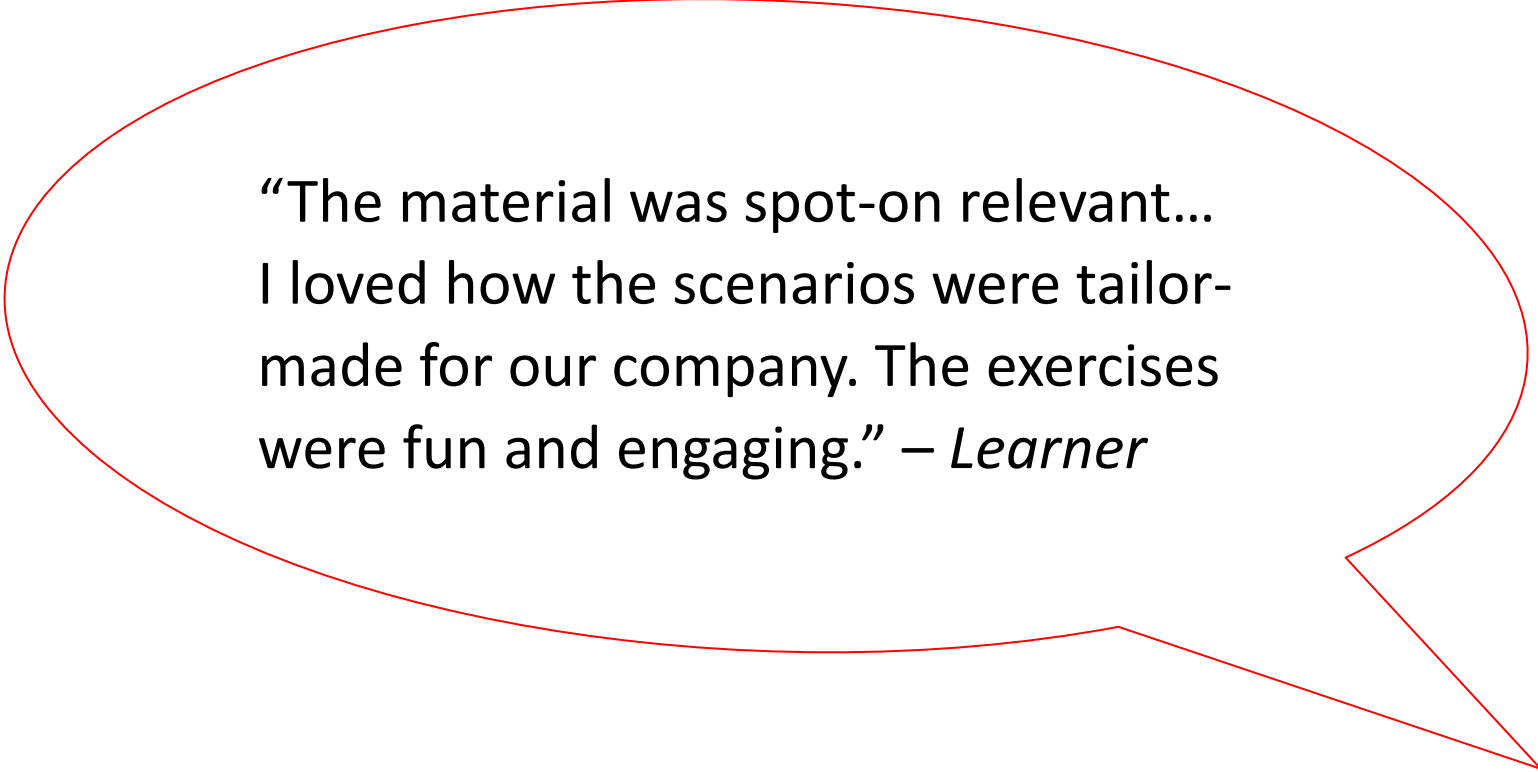
THE RESEARCH

✓ What is Cafeteria Learning?

✓ The Research

✓ Learner Benefits

They learn in ways meaningful to their work.



“The material was spot-on relevant... I loved how the scenarios were tailor-made for our company. The exercises were fun and engaging.” – *Learner*

LEARNER BENEFITS

They build relationships with their colleagues that may not have occurred otherwise.

“One [of the benefits] is the interaction with colleagues...There’s a relationship and camaraderie effect to this approach that is really a side benefit that you get by using it.” – *Training and Development Manager*

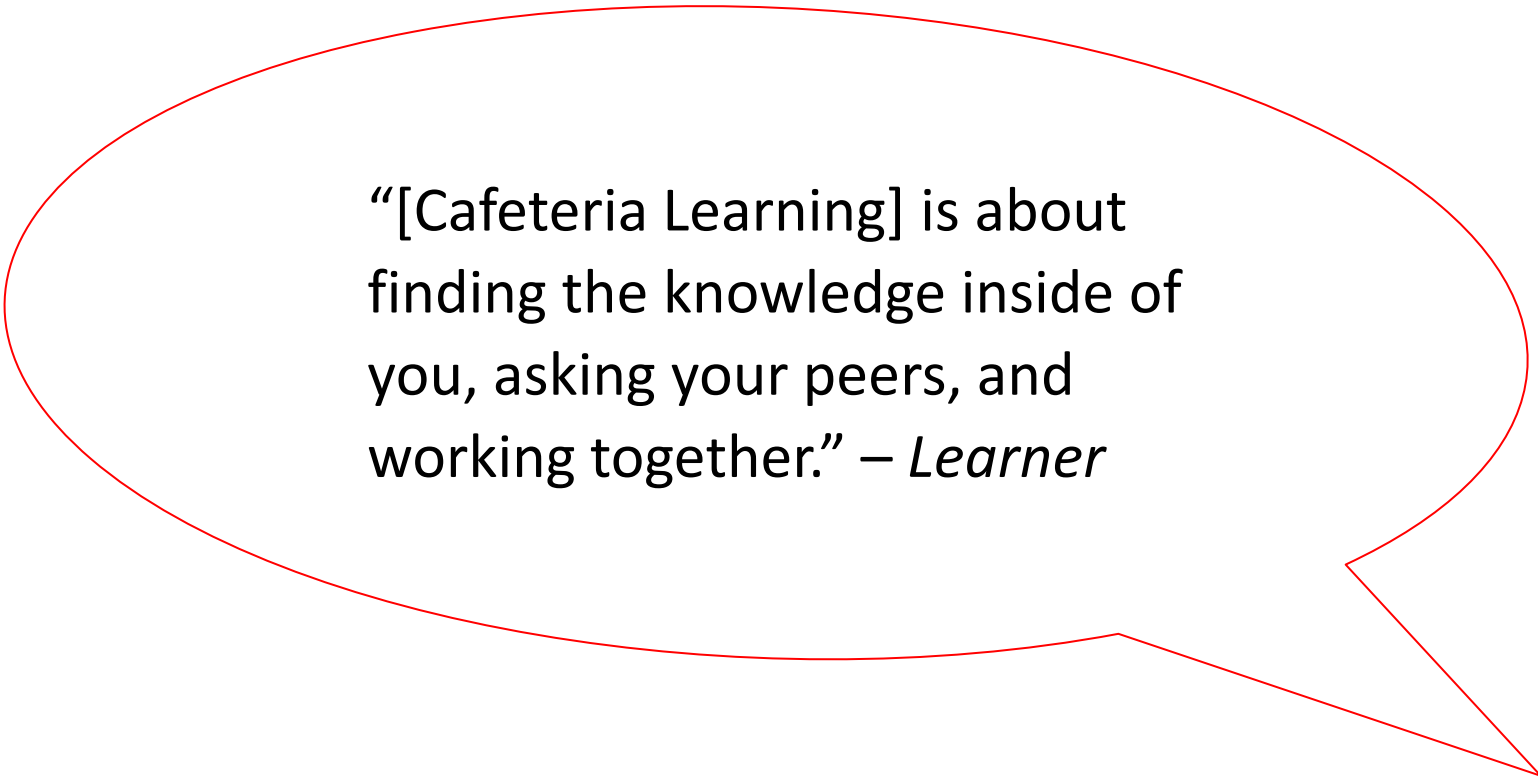
LEARNER BENEFITS

They have control and choice (autonomy)
over how they learn.

“Control leads to compliance;
autonomy leads to engagement.”
– *Daniel Pink*

LEARNER BENEFITS

They make their own, meaningful connections to the content in real, purposeful ways.



“[Cafeteria Learning] is about finding the knowledge inside of you, asking your peers, and working together.” – *Learner*

LEARNER BENEFITS

Yes/No: *Can you see Cafeteria Learning resonating in your organization?*

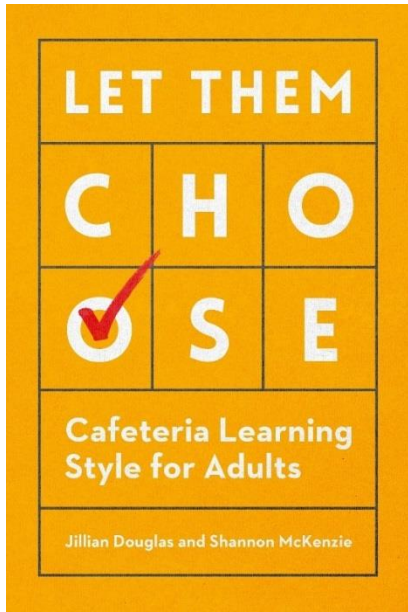



POLL

Chat Box: *What topic do you think you could apply Cafeteria Learning to?*



POLL





CAFETERIA LEARNING
CHOOSE • EXPLORE • ENGAGE

DESIGN DOCUMENT

TOPIC TITLE		LEARNING OBJECTIVE	
FOUNDATIONAL CONTENT			
ACTIVITY TITLE			ESTIMATED TIME
ACTIVITY DESCRIPTION			
LEARNING PREFERENCE		INTERACTION	
<input type="checkbox"/> PROBLEM SOLVING	<input type="checkbox"/> COLLABORATION	<input type="checkbox"/> AUDITORY	<input type="checkbox"/> REFLECTIVE
<input type="checkbox"/> COMPETITION	<input type="checkbox"/> VISUAL	<input type="checkbox"/> KINESTHETIC	<input type="checkbox"/> INDIVIDUAL
		<input type="checkbox"/> PARTNER	<input type="checkbox"/> GROUP
		<input type="checkbox"/> OTHER	
TECHNOLOGY			
<input type="checkbox"/> HIGH TECH			
<input type="checkbox"/> LOW TECH			
ACTIVITY INSTRUCTIONS			
REFLECTION QUESTIONS			
PRODUCE	PURCHASE	WORKSHOP MATERIALS	
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		

Chat Box: *Open Q&A*



POLL

Join *Let Them Choose* authors Jillian Douglas and Shannon McKenzie, along with guests Erica Davis and Stacey Vrooman for first-hand accounts of the ins and outs of designing Cafeteria Learning in organizations as varied as Government, Healthcare, and Hospitality.

You'll see samples of design documents and their iterations along with samples of final deliverables to get a full overview of how this innovative learning technique comes to life.

WEBINAR 2: FRIDAY JANUARY 27TH

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**THANK
YOU**



Association for
Talent Development