



Debunking L&D Myths, One at a Time



Ever wondered if you have the attention span of a goldfish or if sitting with a banana on your head boosts your memory? Well, hold onto your thinking caps as we dispel all such myths and misconceptions around learning and development in our unbelievably real series on the block: L&DMyth-ology. In each episode, we tackle a prevalent L&D myth and present you with insights that dispel the confusion. Prepare to separate fact from fiction, and maybe even learn a thing or two along the way.

About Our Myth-Buster



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Clark Quinn, Ph.D. is an internationally renowned learning consultant, speaker, and author. He has been involved in the design, development, and evaluation of a wide variety of educational technology for over 40 years. He integrates creativity, cognitive science, and technology to develop award-winning learning and performance support systems. Clark has authored multiple books on learning and also holds the honor of being awarded as the eLearning Guild's first Guild Master in 2012.

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Episode-1

Are Humans Formal, Logical, Reasoning Beings?



Why aren't humans always the formal, logical beings we might believe?
Are you ready to challenge your assumptions?





Episode-2

Is Video the Ultimate Learning Media?

Challenge common misconceptions about video in learning! Is video just passive? Or a solution to all ills? Let's bust the myths! Discover the truth about video in learning and development and learn why design matters more than medium.



Episode-3

Is Microlearning All About Duration of Courses?

Dispel misconceptions about microlearning, differentiating between performance support and spaced learning. Gain fresh insights into microlearning and its variations.



Episode-4

Do Learning Styles Really Matter?

Are learning styles the key to effective learning?
We challenge the common belief that tailoring instruction to fit different styles lacks strong evidence.





Episode-5

The Dark Side of Personality Tests

Think those personality tests have you pegged? Let's examine their claims of accuracy. We'll uncover how these tests may present believable fabrications rather than reality, prompting questions about their reliability.



Episode-6

The Downside of Bucketing People

Debunk common misconceptions about labeling people. Specifically, we'll address myths surrounding learning styles, generational differences, and the significance of prioritizing behavior over innate, uncontrollable traits. It's crucial to understand the pitfalls of categorizing individuals and how such labels can oversimplify complex human behaviors and capabilities.



Episode -7

The Illusion of Generation-Based Learning Design



Forget about generations determining our learning path! The idea that various age groups have drastically varied learning styles is refuted by science. Explore as we dissect these facts about learning and development myths.





Episode-8

The Art of Effective Learning

Is learning meant to be hard or fun? Examine the notions of desirable difficulty and deliberate practice. Forget the debate and discover the sweet spot in learning—where it's neither too frustrating nor too boring.



Episode-9

Why Do Learning Myths Feel Right

Ever wondered why we're drawn to learning styles and other myths? Discover the secrets behind why these myths persist as we explore their allure.



Episode-10

Beyond Age: Andragogy versus Pedagogy in Learning

Let's explore the nuances of adult and child learning in this discussion. Moving beyond traditional approaches, we emphasize the significance of relevance and minimal information. Learn why breaking away from the rigid 'school-like' structure can profoundly enhance our understanding of how humans learn.





Episode-11

What's The Difference Between Training and Learning?

Delve into the distinction between training and learning, as we clarify the learning process, emphasizing how our brains acquire knowledge and why training plays a crucial role in achieving specific goals. Explore the nuances of physiological primary and secondary learning, along with practical tips for leveraging learning science to enhance training effectiveness.

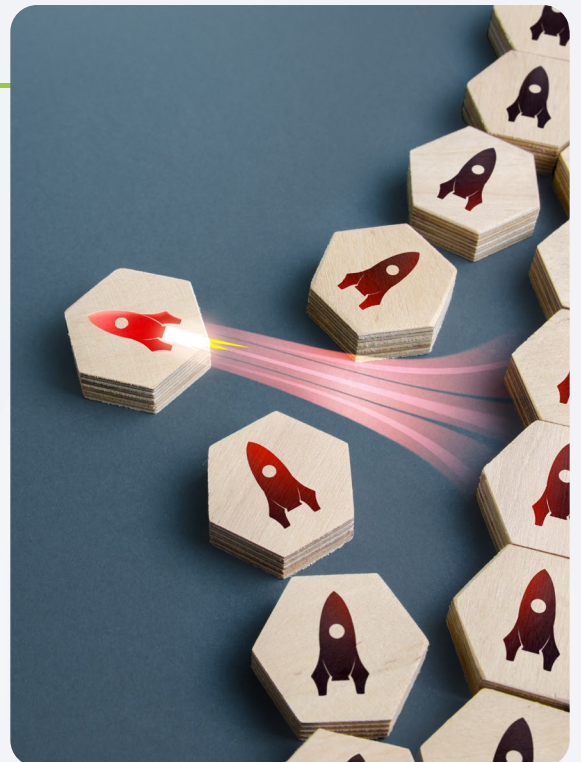


Episode-12

Breaking Free from Event-Based Learning

Let's delve into effective learning interventions, questioning the adequacy of one-and-done events.

We challenge the notion of sporadic learning and advocate for embracing a 'campaign' or 'journey' model instead. Join us to explore insights that could fundamentally reshape your approach to building.



In the World, Not the Head



In this exploration of learning and training paradigms, we delve into a fundamental aspect. Often, our educational endeavors, whether through traditional training or eLearning, aim to deposit knowledge directly into our minds. Join us as we challenge this prevalent notion, suggesting that this approach isn't always the most effective.





Episode-14

Are Courses Really the Answer to Everything?

From performance problems to root causes, we're diving deep into why courses may not always be the solution in this episode. Don't miss out on discovering alternative approaches to effectively address performance gaps.



Episode-15

Should SMEs Act as Instructional Designers in Course Creation?

Explore why giving Subject Matter Experts (SMEs) authoring tools for course creation may not be the best idea. Learn why expertise in a subject doesn't necessarily translate to effective teaching and discover the critical role Instructional Designers (IDs) play in creating engaging and effective learning experiences.



Episode-16

Measuring Learning Impact, Beyond Smile Sheets

Addresses the constraints of traditional 'smile sheet' assessments. Ever wondered why learner perceptions don't always align with actual learning impact? Learn the reasons and explore practical solutions. Gain valuable insights into refining your evaluation approach with smarter questions, better timing, and richer data.



Wrapping Up L&D Myth-ology

As we conclude our L&D Myth-ology series, we hope you've found the journey enlightening and engaging. Our goal was to debunk some of the most prevalent myths and misconceptions in the L&D space, shedding light on the truths that drive effective and impactful training programs.

Share Your Feedback

We'd love to hear from you! Did you enjoy this series?

Was there a particular myth that resonated with you or challenged your perspective?

Or is there another topic or myth you'd like us to explore?

Perhaps there's a burning question or a specific challenge in the learning realm you'd like us to address.

Let us know at learning@upsidelearning.com

Meanwhile, thank you for being a part of this myth-busting adventure. Your engagement and curiosity fuel our passion for delivering the best in L&D.

About Upside Learning

Upside Learning is a two-decade-old, multi-award-winning learning solutions provider. We consult clients on their learning challenges, strategies, and implementation. Our specialization is developing science-backed custom learning solutions that help L&D leaders achieve the desired business impact. For clients requiring top-tier temporary learning staff right when they need it, we also offer learning staff augmentation services.

Some of our Esteemed Clients



Awards and Accolades



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