Create an optimal learning experience

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Industrial design

Sketches by Connie Golsteijn
Training = PowerPoint
Death by Power-Point
Audience
Goal
Knowledge level
Retention rate
Audience
Knowledge level

Awareness

Understand

Practitioner

Expert
Retention rate

5% Lecture
10% Reading
20% Audiovisual
30% Demonstration
50% Discussion
75% Practice by doing
90% Teach others
Pick your tools
Training design