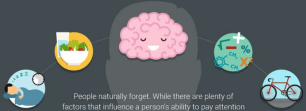


# 5 TRICKS TO HELP LEARNERS

## BETTER REMEMBER TRAINING COURSES



People naturally forget. While there are plenty of factors that influence a person's ability to pay attention to new information – getting a good night's sleep, doing regular physical exercise, having a balanced diet or doing brain games – training instructors have to control over them.

However, there are some tricks that can be used when creating learning courses that respond to the needs of learners and stimulate their memory.

### 1 Apply spaced repetition

You should sprinkle the same idea in various parts of each training course. You can even go a step further and do the same for each main idea in each lesson or chapter. But most importantly, make sure to **repeat the same piece of information over time**.

When learners encounter the same piece of information over and over in their learning materials, they'll have increased chances to later remember what they learn.



### 2 Use mnemonics

**Chunking**  
21-794-123

**Acronyms**  
H is for **H**armon  
O is for **O**ntario  
M is for **M**ichigan  
E is for **E**ne  
S is for **S**uperior

**Chemical Formula**  
H<sub>2</sub>O

Mnemonics are memory devices that help learners recall larger pieces of information. The best examples of mnemonics are **acronyms, acrostics, chunking or imagery association**.

The professional world and training courses offer plenty of opportunities to include mnemonics in learning materials. Even color coding the chapters in learning materials can help employees have better retention rates.

### 3 Add music

Music and rhythms are proven to help memory retention. When designing training courses, you can include **wordplay and sounds** in each lesson. It might seem a long list, and even background music can help.

When learners are regularly exposed to music and sound patterns they can send the new information they learn in their long-term memory much faster.



### 4 Encourage social collaboration

Learners should be able to ask questions freely, answer those of others by explaining and presenting what they know, and work together to find solutions. Whether they do this **face-to-face** or through web collaboration tools, getting answers is what matters most.

When people receive instant feedback for their learning queries, they'll better absorb and later remember the new information.

### 5 Let learners experience **Aha!** moments

When learners find something interesting, they'll want to know more about it. And when they are determined to find more information on what interests them, they'll have more **Aha!** moments and they'll better retain what they learn.

That's why instructors should provide **extra learning resources** for all learners to explore each topic as in depth as they want.

