



Coffee Chat: L&D Mythbusters: Training Assumptions We Need to Retire

- 11:01:51 From Patti Swiech : Total yellow skies here in Boston on Wednesday!
- 11:02:10 From Cynthia Lewis : Reacted to "It's really hard t..." with 😞
- 11:02:17 From Cynthia Lewis : Reacted to "Total yellow skies..." with 😞
- 11:02:20 From Cynthia Lewis : Reacted to "We're smoking in C..." with 😞
- 11:03:50 From Moriah D'Amico : Reacted to "Total yellow skies here in Boston on Wednesday!" with 😞
- 11:03:54 From Moriah D'Amico : Reacted to "We're smoking in Colorado too. 😞" with 😞
- 11:04:05 From Cynthia Lewis : Great resources! Thank you! 🍕
- 11:04:05 From Nicole Duclos : Music is still playing.
- 11:04:24 From Moriah D'Amico : keep you sane, so you don't go insane in the membrane?
- 11:04:29 From Jason Dreyer : Don't want you getting hit with a licensing issue
- 11:04:34 From kelly Martin : Reacted to "keep you sane, so you don't go insane in the

membrane?" with 

11:04:36 From Benita Neely : Reacted to "keep you sane, so you don't go insane in the membrane?" with 

11:04:39 From Cynthia Lewis : Reacted to "keep you sane, so ..." with 

11:04:45 From Michael Dalessandri : It's been a few weeks, but I love attending.

11:04:53 From kelly Martin : Reacted to "It's been a few weeks, but I love attending." with 

11:05:01 From Betsy Spetich : It's been a few weeks for me oo.

11:05:57 From Heather Varney : learning styles 

11:05:57 From Michelle Pessoa : Reptilians run the world.

11:06:03 From Cynthia Lewis : Reacted to "Reptilians run the..." with 

11:06:09 From Michelle Pessoa : LOL

11:06:11 From Heather Varney : Reacted to "Reptilians run the world." with 

11:06:15 From Benita Neely : Reacted to "learning styles " with 

11:06:16 From Moriah D'Amico : That us as training cannot deal with the vendors ourselves and that directors feel like that they need to take over

11:06:18 From Moriah D'Amico : grrrr

11:06:20 From Jason Dreyer : Virtual training is hard

11:06:23 From Betsy Spetich : All they need is the class

11:06:31 From Dawn Weiman : Reacted to "learning styles " with 

11:06:36 From Leslie fritz : Executives who say - " do a training to fix that problem"

11:06:56 From Cynthia Lewis : That SMEs know how to present their info better than us 

11:07:05 From Cynthia Lewis : Reacted to "Executives who say..." with 

11:07:05 From Moriah D'Amico : Also that IT wants to create an AI workteam and not have training involved

11:07:08 From Betsy Spetich : Reacted to "Also that IT wants to create an AI workteam and not have training involved" with 👍

11:07:09 From Jason Dreyer : Reacted to "Also that IT wants to create an AI workteam and not have training involved" with 🤔

11:07:14 From Jason Dreyer : Reacted to "That SMEs know how to present their info better than us 😬" with 🤔

11:07:22 From Betsy Spetich : Reacted to "That SMEs know how to present their info better than us 😬" with 👍

11:07:22 From Cynthia Lewis : Replying to "Executives who say..."

That training is always the solution UGH

11:07:27 From Heather Varney : Virtual training can be hard if you're trying to make it work exactly like an in-person training. They are not a direct transfer.

11:07:41 From Cynthia Lewis : Reacted to "Virtual training c..." with 🎯

11:08:07 From Benita Neely : Replying to "Executives who say - " do a training to fix that problem""

Yes, like training is a one time event.

11:08:22 From Heather Varney : I have been asked to convert my fair share of ILT and eLearning to V-ILT and it's always more work than the requester assumes.

11:08:27 From Michael Dalessandri : Don't overthink it. It doesn't need to be... (big, a class, more than a tip sheet, etc.)

11:08:36 From Maureen Flanagan : Reacted to "It's been a few weeks, but I love attending." with ❤️

11:08:38 From Jennifer Kirby : Reacted to "I have been asked ..." with 🙌

11:09:01 From Jennifer Kirby : That a needs assessment is a nice-to-have

11:09:34 From Jason Dreyer : The LMS is a dumping ground for all their meeting recordings

11:09:39 From Michael Dalessandri : You can lead a horse to water, but can't make them drink.

11:09:46 From Heather Varney : That smile sheets = good training results

11:09:50 From Moriah D'Amico : Reacted to "The LMS is a dumping ground for all their meeting recordings" with 🙌

11:10:29 From Jennifer Kirby : Replying to "That smile sheets ..."

ugh smile sheets. i actually call them that when ppl ask for them. i give the example it's like the happy unhappy button in bathroom

11:10:45 From Heather Varney : Reacted to "ugh smile sheets. i actually call them that when ppl ask for them. i give the example it's like the happy unhappy button in bathroom" with 😏

11:10:55 From Jessica Koleno : That "everything is important" and should be included in the training.

11:11:04 From Cynthia Lewis : Reacted to "That "everything i..." with 🎯

11:11:05 From Maureen Flanagan : [Insert generation name here] needs to have training in xyz format. Assumes that learners from other generations wouldn't appreciate that approach, as well.

11:11:05 From Betsy Spetich : Reacted to "[Insert generation name here] needs to have training in xyz format. Assumes that learners from other generations wouldn't appreciate that approach, as well." with 👍

11:11:10 From Moriah D'Amico : Reacted to "That "everything is important" and should be included in the training." with 🙌

11:11:13 From Betsy Spetich : Reacted to "That "everything is important" and should be included in the training." with 🙌

11:11:16 From Benita Neely : If we training our employees, they will take those skills someplace else. We do not see training as an employee benefit that can help with retention.

11:11:20 From Heather Varney : That AI replaces good design because it's fancy and fast

11:11:24 From Cynthia Lewis : Reacted to "[Insert generation..." with 👍

11:11:57 From Maureen Flanagan : Reacted to "That AI replaces good design because it's fancy and fast" with 🙌

11:12:05 From Cynthia Lewis : Reacted to "If we training our..." with 🎯

11:12:08 From Jennifer Kirby : Reacted to "If we training our..." with 😬

11:12:11 From Cynthia Lewis : Reacted to "That AI replaces g..." with 😂

11:12:21 From Moriah D'Amico : Reacted to "That AI replaces good design because it's fancy and fast" with 😂

11:12:35 From Michael Dalessandri : Reacted to "That AI replaces good design because it's fancy and fast" with 🙌

11:14:00 From Jennifer Kirby : Replying to "That AI replaces g..."

fyi Sinek put out a video about AI last month that was interesting.

<https://www.youtube.com/watch?v=9YMYVb1ASCg>

11:14:22 From Heather Varney : Ironically, we have to use AI effectively to counter bad use of AI to "replace" traditional training.

11:14:44 From Regina Doeppel : I like Human in the Lead

11:14:53 From Dawn Weiman : Reacted to "I like Human in the Lead" with 👍

11:14:54 From Betsy Spetich : Reacted to "I like Human in the Lead" with 👍

11:14:56 From Benita Neely : Reacted to "I like Human in the Lead" with 👍

11:15:03 From Carol Sheetz : Reacted to "I like Human in the Lead" with 100

11:15:08 From Leslie fritz : Reacted to "I like Human in the Lead" with 100

11:15:17 From Cynthia Lewis : Reacted to "I like Human in th..." with 👍

11:15:21 From Cynthia Lewis : Removed a 👍 from "I like Human in th..."

11:15:24 From Cynthia Lewis : Reacted to "I like Human in th..." with 👍

11:15:50 From Moriah D'Amico : Reacted to "I like Human in the Lead" with 100

11:16:23 From Andrew Vercouteren : AI will give you an answer, even if there is no answer.

11:16:24 From Michael Dalessandri : I sometimes think of AI as a template on steroids. It's a tool that can help inspire ideas. For example, an easier way to find different words rather than looking them up in a Thesaurus.

11:16:37 From Jennifer Kirby : Replying to "Ironically, we hav..."

unlike those who are pro/against, his guest (Ethan Mollick) was more neutral. Talked about how he sees in the classroom, what ai is good or bad at, agency we have while working with AI

11:16:37 From Carol Sheetz : Reacted to "AI will give you an answer, even if there is no answer." with 100

11:16:41 From Jennifer Kirby : Reacted to "I like Human in th..." with 100

11:16:46 From Moriah D'Amico : Reacted to "AI will give you an answer, even if there is no answer." with 100

11:16:46 From Jennifer Kirby : Reacted to "AI will give you a..." with 100

11:16:47 From Regina Doeppel : Reacted to "AI will give you an answer, even if there is no answer." with 100

11:16:53 From Cynthia Lewis : It's still GIGO: Garbage In = Garbage Out 🗑️

11:17:03 From Jason Dreyer : Reacted to "It's still GIGO: Garbage In = Garbage Out 🗑️" with 100

11:17:03 From Carol Sheetz : Reacted to "It's still GIGO: Garbage In = Garbage Out 🗑️" with 100

11:17:05 From Moriah D'Amico : Reacted to "I sometimes think of AI as a template on steroids. It's a tool that can help inspire ideas. For example, an easier way to find different words rather than looking them up in a Thesaurus." with 🥰

11:17:17 From Moriah D'Amico : Reacted to "It's still GIGO: Garbage In = Garbage Out 🗑️" with 100

11:17:38 From Betsy Spetich : You have to know how the AI you are using works. They are not all the same. - New Myth: All AI tools are the same.

11:17:39 From Michael Dalessandri : I also use it as a consultant tool; prompt AI to review my work and challenge me with critical questions, etc.

11:17:43 From Heather Varney : I tend to counter learning styles statements with the fact that it's been largely debunked, and move forward with current facts and science. As L&D professionals, it's our job to be willing to adjust and update our perspectives in light of new info.

11:18:09 From Heather Varney : Reacted to "I also use it as a consultant tool; prompt AI to review my work and challenge me with critical questions, etc." with 👍

11:18:13 From Michelle Pessoa : Gen-X, FTW!

11:18:16 From Cynthia Lewis : Reacted to "I tend to counter ..." with 👍

11:18:20 From Heather Varney : Reacted to "You have to know how the AI you are using works. They are not all the same. - New Myth: All AI tools are the same." with 👍

11:18:22 From Cynthia Lewis : Reacted to "Gen-X, FTW!" with 😂

11:18:29 From Regina Doeppel : Reacted to "Gen-X, FTW!" with 😂

11:18:32 From Heather Varney : Reacted to "Gen-X, FTW!" with 💪

11:18:40 From Maureen Flanagan : Reacted to "Gen-X, FTW!" with 😂

11:18:42 From Michael Dalessandri : Reacted to "Gen-X, FTW!" with 😂

11:18:51 From Moriah D'Amico : Xennial here and yes, that is a thing

11:18:56 From Heather Varney : learning styles may be the hill I die on. lol

11:19:07 From Moriah D'Amico : Reacted to "learning styles may be the hill I die on. lol" with 🥰

11:19:36 From Cynthia Lewis : The more we learn, the better we do

11:19:45 From Carol Sheetz : Reacted to "The more we learn, the better we do" with 🙌

11:20:17 From Maureen Flanagan : Rather than learning styles, I think we need to consider how we interact with or appreciate neurodivergent learners.

11:20:28 From Jason Dreyer : Reacted to "Rather than learning styles, I think we need to consider how we interact with or appreciate neurodivergent learners." with 🙌

11:20:38 From Cynthia Lewis : People get defensive when their beliefs get challenged (I am sometimes guilty of this)

11:20:49 From Carol Sheetz : Replying to "People get defensive when their beliefs get challenged (I am sometimes guilty of this)"

Same!

11:20:57 From Betsy Spetich : Reacted to "People get defensive when their beliefs get challenged (I am sometimes guilty of this)" with 👍

11:20:59 From Michael Dalessandri : Reacted to "People get defensive when their beliefs get challenged (I am sometimes guilty of this)" with 👍

11:21:02 From Maureen Flanagan : Reacted to "People get defensive when their beliefs get challenged (I am sometimes guilty of this)" with 👍

11:21:03 From Heather Varney : I have had to directly address it when it's stated that a learner couldn't learn because we didn't have a slide with images for one page in the book...that has writing and images. Or when someone says they couldn't learn because there was no "visuals" (read fancy video). It became an excuse more than a sound argument.

11:21:05 From Jason Dreyer : Replying to "People get defensive when their beliefs get challenged (I am sometimes guilty of this)"

Especially C-Suite :)

11:21:12 From Maureen Flanagan : Reacted to "Especially C-Suite :)" with 😂

11:21:14 From Betsy Spetich : Reacted to "Especially C-Suite :)" with 😂

11:21:25 From Cynthia Lewis : Reacted to "Especially C-Suite..." with 😂

11:21:44 From Carol Sheetz : Reacted to "Especially C-Suite :)" with 🤔

11:21:47 From Moriah D'Amico : That AI is scary!

11:22:06 From Heather Varney : Learning styles! So I am as guilty as all the rest, but updated my perspective in light of new info. Others have not.

11:22:24 From Michael Dalessandri : Everything can be solved with education 🤔

11:22:30 From Benita Neely : No Santa Claus 😊

11:22:33 From Dawn Weiman : Learning styles - I was taught it in college.

11:22:40 From Andrew Vercouteren : Replying to "No Santa Claus 😊"

Wait, what?

11:22:42 From Cynthia Lewis : Replying to "Learning styles! S..."

Same! I was always suspicious of it because I need all the styles to learn lol

11:22:43 From Heather Varney : Reacted to "No Santa Claus 😊" with 😂

11:22:45 From Regina Doeppel : Reacted to "No Santa Claus 😊" with 😂

11:22:50 From Leslie fritz : Surprised that left-brain vs right brain isn't true

11:22:51 From Maureen Flanagan : Reacted to "Wait, what?" with 😂

11:23:01 From Maureen Flanagan : Reacted to "Surprised that left-brain vs right brain isn't true" with 🙌

11:23:02 From Betsy Spetich : Reacted to "Surprised that left-brain vs right brain isn't true" with 👍

11:23:05 From Carol Sheetz : Is 70/20/10 a myth? 10% training / 20% peer support / 70% hands on - makes for most effective learning?

11:23:13 From Heather Varney : Replying to "Surprised that left-brain vs right brain isn't true"

parts of it are, but the general info out there are totally not.

11:23:16 From Andrew Vercouteren : Reacted to "Surprised that left-brain vs right brain isn't true" with 👍

11:23:17 From Donna Smith Fee : Everyone wants to play and be called on

11:23:18 From Patti Swiech : Reacted to "Everyone wants to play and be called on" with 👍

11:23:23 From Maureen Flanagan : Reacted to "Everything can be solved with education 😬" with 100

11:23:27 From Patti Swiech : Removed a 👍 reaction from "Everyone wants to play and be called on"

11:23:28 From Carol Sheetz : Replying to "Learning styles - I was taught it in college."

Same!

11:23:38 From Cynthia Lewis : That the trainer is (or has to be) the expert

11:23:49 From Heather Varney : Replying to "Is 70/20/10 a myth? 10% training / 20% peer support / 70% hands on - makes for most effective learning?"

I'd say it's overused, thus can be misrepresented a lot.

11:24:07 From Michelle Pessoa : Reacted to "Gen-X, FTW!" with 💪

11:24:07 From Jason Dreyer : It's a helpful guideline/tool

11:24:13 From Maureen Flanagan : Replying to "Is 70/20/10 a myth? 10% training / 20% peer support / 70% hands on - makes for most effective learning?"

It was very lucrative for consulting firms for a few years.

11:24:14 From Betsy Spetich : 70-20-10: I would say it depends on the situation.

11:24:14 From Heather Varney : Reacted to "It's a helpful guideline/tool" with 👍

11:24:20 From Moriah D'Amico : I think it changes with what you are dealing with

11:24:22 From Heather Varney : Reacted to "That the trainer is (or has to be) the expert"

with 100

11:24:26 From Andrew Vercouteren : Replying to "Is 70/20/10 a myth? 10% training / 20% peer support / 70% hands on - makes for most effective learning?"

It's a good analogy, but I haven't seen compelling research that those numbers are that precise.

11:24:35 From Dawn Weiman : Reacted to "I think it changes with what you are dealing with" with 👍

11:24:38 From Cynthia Lewis : Reacted to "70-20-10: I would ..." with 🎯

11:24:42 From Heather Varney : Reacted to "70-20-10: I would say it depends on the situation." with 🎯

11:24:46 From Cynthia Lewis : Reacted to "I think it changes..." with 🎯

11:24:47 From Carol Sheetz : Reacted to "70-20-10: I would say it depends on the situation." with 100

11:24:52 From Carol Sheetz : Reacted to "I think it changes with what you are dealing with" with 100

11:24:56 From Michelle Pessoa : Myth: "Men are from Mars, Women are from Venus" lol

11:25:06 From Cynthia Lewis : Reacted to "Myth: "Men are fro..." with 😂

11:25:18 From Heather Varney : That can be said of Maslow's model too. It was changed to fit a better marketing plan.

11:25:31 From Maureen Flanagan : Reacted to "Myth: "Men are from Mars, Women are from Venus" lol" with 😂

11:25:31 From Heather Varney : Reacted to "Myth: "Men are from Mars, Women are from Venus" lol" with 😂

11:25:33 From Cynthia Lewis : Replying to "Myth: "Men are fro..."

And don't get me started on the languages of love 🤝

11:25:42 From Cynthia Lewis : Reacted to "That can be said o..." with 👍

11:25:45 From Benita Neely : Reacted to "That can be said of Maslow's model too. It was changed to fit a better marketing plan." with 👍

11:25:58 From Michael Dalessandri : Current studies and data from neuroscience has really changed my perspective on learning and content retention. Carmen Simon's work has been fun and interesting and eye opening. One thing she presents is "focus on the 10%." Also, how the brain processes information is really cool.

11:26:09 From Heather Varney : Reacted to "Current studies and data from neuroscience has really changed my perspective on learning and content retention. Carmen Simon's work has been fun and interesting and eye opening. One thing she presents is "focus on the 10%." Also, how the brain processes information is really cool." with 🙌

11:26:14 From Heather Varney : Replying to "Current studies and data from neuroscience has really changed my perspective on learning and content retention. Carmen Simon's work has been fun and interesting and eye opening. One thing she presents is "focus on the 10%." Also, how the brain processes information is really cool."

I love her work.

11:26:20 From Maureen Flanagan : Where Maslow's hierarchy really shows up is the increased birth rates about 9 months after a (natural) disaster LOL

11:26:45 From Heather Varney : Replying to "Current studies and data from neuroscience has really changed my perspective on learning and content retention. Carmen Simon's work has been fun and interesting and eye opening. One thing she presents is "focus on the 10%."

Also, how the brain processes information is really cool."

She has some good sessions on how AI and coaching use plays out. It really depends on the content and situation.

11:27:47 From Cynthia Lewis : Reacted to "Where Maslow's hie..." with 😂

11:28:57 From Betsy Spetich : Reacted to "Current studies and data from neuroscience has really changed my perspective on learning and content retention. Carmen Simon's work has been fun and interesting and eye opening. One thing she presents is "focus on the 10%." Also, how the brain processes information is really cool." with 🙌

11:29:05 From Heather Varney : simple models are easier to promote, but don't give the full pic most of the time.

11:29:08 From Carol Sheetz : Replying to "Current studies and data from neuroscience has really changed my perspective on learning and content retention. Carmen Simon's work has been fun and interesting and eye opening. One thing she presents is "focus on the 10%." Also, how the brain processes information is really cool."

I'm not familiar with Carmen Simon. I'll have to do some research!

11:29:19 From Carol Sheetz : Reacted to "simple models are easier to promote, but don't give the full pic most of the time." with 🙌

11:29:22 From Heather Varney : Yep

11:29:23 From Moriah D'Amico : Humans for the most part don't like going outside of the box for the most part, except us the L&D people who love to explore outside the box

11:29:35 From Heather Varney : Reacted to "Humans for the most part don't like going outside of the box for the most part, except us the L&D people who love to explore outside the

box" with 🎉

11:30:03 From Cynthia Lewis : Reacted to "Humans for the mos..." with 😊

11:30:38 From Carol Sheetz : It's now been adapted to be 16P!

11:30:49 From Moriah D'Amico : Reacted to "It's now been adapted to be 16P!" with 😬

11:31:00 From Heather Varney : Bloom's is still the easiest model to get leadership or non L&D people to understand progression of learning, but it's not the end all for designing training in a linear path only.

11:31:08 From Michael Dalessandri : Yes. Now emphasis is on DISC, Emotional Intelligence, etc. There's a lot of different opinions.

11:31:12 From Jason Dreyer : When I learned who created it, I lost it!

11:31:15 From Michelle Pessoa : Yeah, it's a mom and a daughter and they used friends as the subjects.

11:31:16 From Moriah D'Amico : Reacted to "Yes. Now emphasis is on DISC, Emotional Intelligence, etc. There's a lot of different opinions." with 🙌

11:31:48 From Michelle Pessoa : It's as useful as "Star Signs" / astrology.

11:31:54 From Cynthia Lewis : Reacted to "It's as useful as ..." with 🤔

11:31:57 From Maureen Flanagan : That's why I prefer StrengthsFinders --- harder to place people in boxes

11:31:59 From Moriah D'Amico : Reacted to "It's as useful as "Star Signs" / astrology." with 🤔

11:32:03 From Maureen Flanagan : Reacted to "It's as useful as "Star Signs" / astrology." with 🤔

11:32:08 From Moriah D'Amico : Reacted to "That's why I prefer StrengthsFinders --- harder to place people in boxes" with 😬

11:32:11 From Shannon Tipton : <https://www.sloww.co/cognitive-biases/>

11:32:12 From Jason Dreyer : At least DiSC was created by a psychologist

11:32:22 From Heather Varney : Replying to "Yes. Now emphasis is on DISC, Emotional Intelligence, etc. There's a lot of different opinions."

DiSC works better if you have others profiles that you can review and compare to your own. I find it less useful without it because of the limited categorizations.

11:32:27 From Carol Sheetz : Replying to "It's as useful as "Star Signs" / astrology."

I'm an Aries! ★♈

11:32:33 From Carol Sheetz : Reacted to "It's as useful as "Star Signs" / astrology." with 🤔

11:33:02 From Carol Sheetz : Replying to "That's why I prefer StrengthsFinders --- harder to place people in boxes"

I like CliftonStrengths! I agree!

11:33:02 From Moriah D'Amico : Free CliftonStrengths Assessment | Free StrengthsFinder Test | FreeStrengthsFinder.org

11:33:04 From Michelle Pessoa : They didn't account for POC and LGBTQ+ or the neurodivergent in the Myers-Briggs test.

11:33:17 From Heather Varney : Reacted to "It's as useful as "Star Signs" / astrology." with 🤔

11:33:20 From Cynthia Lewis : Reacted to "Free CliftonStreng..." with 😊

11:33:26 From Cynthia Lewis : Reacted to "They didn't accoun..." with 🎯

11:34:05 From Michelle Pessoa : Pretty much every IT person is an "INTJ".

11:34:13 From Maureen Flanagan : Reacted to "Pretty much every IT person is an "INTJ"." with 😄

11:34:16 From Sarah Beideck : Reacted to "Pretty much every ..." with 😄

11:34:52 From Carol Sheetz : I use 16P in the Mentoring Program I created, but only because I need something FREE, and I haven't found any other assessment that's FREE!

11:36:05 From Leslie fritz : Just give me some practical application examples--then I'll get it a whole bunch better

11:36:22 From Heather Varney : I've had people introduce themselves by their "types" (from whatever test), and I'm like, "I'm Heather, and I change based on the situation, person, and environment" I don't want to categorize myself that tightly to one box or type. It can be self-limiting.

11:36:23 From Sarah Beideck : a quiz jujst means how well can you spit back knowlegde

11:36:44 From Jason Dreyer : Reacted to "a quiz jujst means how well can you spit back knowlegde" with 🎯

11:36:51 From Cynthia Lewis : Reacted to "a quiz jujst means..." with 🎯

11:37:05 From Maureen Flanagan : I work in a highly regulated industry, so there is a general perception that information = training and that it MUST be tracked in our LMS.

11:37:21 From Heather Varney : Patty is great for breaking down good quiz questions.

11:37:25 From Michael Dalessandri : How to take a multiple choice test verses knowing the correct answers.

11:37:54 From Heather Varney : Reacted to "I work in a highly regulated industry, so there is a general perception that information = training and that it MUST be tracked in our LMS." with 😄

11:37:59 From Cynthia Lewis : Reacted to "How to take a mult..." with 😊

11:38:00 From Moriah D'Amico : I am brain dead from this all this bad air quality

11:38:10 From Shannon Tipton : Reacted to "I am brain dead from this all this bad air quality" with 😊

11:38:25 From Dawn Weiman : Reacted to "I am brain dead from this all this bad air quality" with 👍

11:38:35 From Heather Varney : Reacted to "How to take a multiple choice test verses knowing the correct answers." with 🎯

11:40:35 From Heather Varney : On the topic of marketing, they exist to figure out what drives and moves people to buy/invest, so they do know a few things. We can take some lessons from that.

11:40:42 From Sarah Beideck : its tying what youre training to the bottom line

11:41:02 From Michael Dalessandri : Reacted to "On the topic of marketing, they exist to figure out what drives and moves people to buy/invest, so they do know a few things. We can take some lessons from that." with 👍

11:41:09 From Maureen Flanagan : Reacted to "On the topic of marketing, they exist to figure out what drives and moves people to buy/invest, so they do know a few things. We can take some lessons from that." with 👍

11:41:32 From Maureen Flanagan : Reacted to "I've had people introduce themselves by their "types" (from whatever test), and I'm like, "I'm Heather, and I change based on the situation, person, and environment" I don't want to categorize myself that tightly to one box or type. It can be self-limiting." with 🙌

11:42:12 From Andrew Vercouteren : Myth: Effective learning equals numbers of training hours delivered.

11:42:36 From Moriah D'Amico : How about getting people together in small groups after they have the training to cross train each other on what they just learned

11:42:44 From kelly Martin : Reinforcement is key for employees and "mindset" shifts for leaders and employees (and even for us as learning professionals)

11:43:00 From Moriah D'Amico : Reacted to "Reinforcement is key for employees and "mindset" shifts for leaders and employees (and even for us as learning professionals)" with 🥰

11:43:02 From Jason Dreyer : Reacted to "Reinforcement is key for employees and "mindset" shifts for leaders and employees (and even for us as learning professionals)" with ❤️

11:43:13 From Heather Varney : Judy Hale did a session yesterday on credentialing and the challenges with just passing a test vs. actually knowing what you should.

11:43:23 From Maureen Flanagan : Reacted to "Judy Hale did a session yesterday on credentialing and the challenges with just passing a test vs. actually knowing what you should." with 👍

11:43:25 From Moriah D'Amico : Reacted to "Judy Hale did a session yesterday on credentialing and the challenges with just passing a test vs. actually knowing what you should." with 👍

11:44:13 From kelly Martin : Reacted to "I am brain dead from this all this bad air quality" with 👍

11:44:34 From Moriah D'Amico : Replying to "Judy Hale did a session yesterday on credentialing and the challenges with just passing a test vs. actually knowing what you should."

Defensible, Credible, and Sustainable: The New Scorecard for Training, Tests, & Assessments:

Defensible, Credible, and Sustainable: The | Training Magazine Network

11:44:40 From Cynthia Lewis : That's when I feel like I'm on that show "Um, Actually..."

LOL

11:44:46 From Sarah Beideck : like how to say this "need you think is an L&D need isnt acutally and L&D Need"

11:44:50 From Cynthia Lewis : Reacted to "Judy Hale did a se..." with 👍

11:44:53 From Moriah D'Amico : Reacted to "That's when I feel like I'm on that show "Um, Actually..." LOL" with 😂

11:44:55 From Jason Dreyer : People need to hear something 7 times before it sinks in

11:45:03 From Shannon Tipton : Reacted to "People need to hear something 7 times before it sinks in" with 🙌

11:45:24 From Moriah D'Amico : Reacted to "People need to hear something 7 times before it sinks in" with 🙌

11:45:27 From Sarah Beideck : i cringe when i hear the word "we need a training" when it actually isnt a training and could be accomplished via a communication

11:45:37 From Cynthia Lewis : Reacted to "i cringe when i he..." with 🎯

11:45:40 From Moriah D'Amico : Reacted to "i cringe when i hear the word "we need a training" when it actually isnt a training and could be accomplished via a communication" with 🎯

11:45:40 From Heather Varney : Reacted to "i cringe when i hear the word "we need a training" when it actually isnt a training and could be accomplished via a communication" with 🎯

11:46:17 From Benita Neely : Replying to "i cringe when i hear the word "we need a training" when it actually isnt a training and could be accomplished via a communication"

or by the supervisor having a conversation to the 1 employee who is causing the issue.

11:46:29 From Cynthia Lewis : Reacted to "or by the supervis..." with 👍

11:47:05 From Cynthia Lewis : Removed a 👍 from "or by the supervis..."

11:47:09 From Cynthia Lewis : Reacted to "or by the supervis..." with 👍

11:47:23 From Dawn Weiman : Reacted to "or by the supervisor having a conversation to the 1 employee who is causing the issue." with 👍

11:47:25 From Maureen Flanagan : The amount of time people will binge watch several episodes dispels the myth about our short attention spans!.

11:47:38 From Jason Dreyer : Reacted to "The amount of time people will binge watch several episodes dispels the myth about our short attention spans!." with 😂

11:47:40 From Sarah Beideck : Reacted to "or by the supervis..." with 👍

11:47:41 From Benita Neely : Reacted to "The amount of time people will binge watch several episodes dispels the myth about our short attention spans!." with 😂

11:47:41 From Betsy Spetich : Reacted to "The amount of time people will binge watch several episodes dispels the myth about our short attention spans!." with 😂

11:47:46 From Sarah Beideck : Replying to "i cringe when i he..."

omg YES

11:47:51 From Cynthia Lewis : Reacted to "The amount of time..." with 😂

11:48:04 From Heather Varney : Oh, the statistics use issue! lol Most stats are just copied from somewhere else, like 8 levels deep, so it's critical to research back to the source and review appropriately.

11:48:06 From Maureen Flanagan :and the number of intricate tattoos I see on people dispels the myth that people can't stay still for long.

11:48:20 From Jason Dreyer : Replying to "....and the number of intricate tattoos I see on

people dispels the myth that people can't stay still for long."

Truth!

11:48:42 From Heather Varney : Reacted to "....and the number of intricate tattoos I see on people dispels the myth that people can't stay still for long." with 😄

11:48:45 From Maureen Flanagan : Replying to "Oh, the statistics use issue! lol Most stats are just copied from somewhere else, like 8 levels deep, so it's critical to research back to the source and review appropriately."

Was it Mark Twain who said there are lies, damn lies and then statistics?

11:48:46 From Benita Neely : Reacted to "....and the number of intricate tattoos I see on people dispels the myth that people can't stay still for long." with 🤔

11:49:15 From Heather Varney : Replying to "Oh, the statistics use issue! lol Most stats are just copied from somewhere else, like 8 levels deep, so it's critical to research back to the source and review appropriately."

Yep

11:49:26 From Donna Smith Fee : I feel seen

11:49:35 From Jason Dreyer : Reacted to "I feel seen" with 😄

11:49:35 From Sarah Beideck : people will hold LOTR marathons y'all

11:49:45 From Heather Varney : Replying to "Oh, the statistics use issue! lol Most stats are just copied from somewhere else, like 8 levels deep, so it's critical to research back to the source and review appropriately."

he attributed it to Benjamin Disraeli though.

11:49:50 From Jason Dreyer : Right~!!

11:49:56 From Maureen Flanagan : It's pretty bad when the streaming provider checks to see if you are still watching.

11:50:00 From Heather Varney : Reacted to "people will hold LOTR marathons y'all" with 🎉

11:50:07 From Sarah Beideck : Reacted to "It's pretty bad wh..." with 😂

11:50:09 From Heather Varney : Reacted to "It's pretty bad when the streaming provider checks to see if you are still watching." with 😂

11:50:10 From Cynthia Lewis : Reacted to "It's pretty bad wh..." with 😂

11:50:19 From Maureen Flanagan : Reacted to "he attributed it to Benjamin Disraeli though." with 👍

11:50:26 From Heather Varney : Replying to "It's pretty bad when the streaming provider checks to see if you are still watching."

It's like, yes! now go away!

11:50:38 From Cynthia Lewis : Replying to "It's pretty bad wh..."

Right? Like dang Netflix you are so needy!

11:50:41 From Benita Neely : Reacted to "It's pretty bad when the streaming provider checks to see if you are still watching." with 😂

11:50:46 From Sarah Beideck : Reacted to "Right? Like dang N..." with 😂

11:50:50 From Cynthia Lewis : Replying to "It's pretty bad wh..."

*Netflix

11:50:50 From Moriah D'Amico : I've got the attention span of a mosquito. It sucks. 🤔

11:50:58 From Betsy Spetich : Reacted to "I've got the attention span of a mosquito. It sucks. 🤔" with 😊

11:51:00 From Benita Neely : Reacted to "I've got the attention span of a mosquito. It sucks. 🤔" with 😊

11:51:03 From Donna Smith Fee : Reacted to "I've got the attention span of a mosquito. It sucks. 🤔" with 😊

11:51:23 From Maureen Flanagan : Reacted to "i cringe when i hear the word "we need a training" when it actually isnt a training and could be accomplished via a communication" with 🎯

11:51:57 From Heather Varney : Ah, there's another myth, or maybe more a misuse - what psychological safety actually is and looks like.

11:52:09 From Brandon Wilkins : I simply ask for them to cite their source...

11:52:13 From Maureen Flanagan : Reacted to "Ah, there's another myth, or maybe more a misuse - what psychological safety actually is and looks like." with 🙏

11:52:41 From Cynthia Lewis : "I was just reading a new study... Here, let me send you the link so we can discuss it"

11:52:48 From Heather Varney : Replying to "I simply ask for them to cite their source..."

Like the source (8 levels deep stat) or the real source? 😊

11:52:51 From Michael Dalessandri : Yes. We need to consider the HPPO's (highly paid person's opinion)

11:52:59 From Cynthia Lewis : Reacted to "Yes. We need to c..." with 😂

11:53:04 From Heather Varney : Reacted to ""I was just reading a new study... Here, let me send you the link so we can discuss it"" with 👍

11:53:06 From Moriah D'Amico : Reacted to "Yes. We need to consider the HPPO's (highly paid person's opinion)" with 😂

11:53:10 From Heather Varney : Reacted to "Yes. We need to consider the HPPO's (highly paid person's opinion)" with 😂

11:53:11 From Maureen Flanagan : Replying to "I simply ask for them to cite their source..."

"I'd like to learn more about that. Which sources would you suggest I use?"

11:53:15 From Leslie fritz : Say "Oh my gosh, I hope that is true, I'll look that up"

11:53:21 From Cynthia Lewis : Replying to "Yes. We need to c..."

Ah, the Authority Bias lol

11:53:27 From Moriah D'Amico : Reacted to "Ah, the Authority Bias lol" with 🙌

11:53:32 From Heather Varney : Reacted to "Ah, the Authority Bias lol" with 🙌

11:53:54 From Maureen Flanagan : Reacted to "Yes. We need to consider the HPPO's (highly paid person's opinion)" with 👍

11:54:16 From Heather Varney : Replying to "Yes. We need to consider the HPPO's (highly paid person's opinion)"

I don't tend to be popular in those circles because I challenge the bias and my mgrs. are like, omg, just be quiet!

11:54:29 From Moriah D'Amico : Reacted to "I don't tend to be popular in those circles

because I challenge the bias and my mgrs. are like, omg, just be quiet!" with 🗨️

11:54:34 From Donna Smith Fee : "Yes and" has saved me many times. Learning that at improv class

11:54:38 From Maureen Flanagan : Reacted to "I don't tend to be popular in those circles because I challenge the bias and my mgrs. are like, omg, just be quiet!" with 🗨️

11:54:49 From Heather Varney : Reacted to ""Yes and" has saved me many times. Learning that at improv class" with 💪

11:54:50 From Maureen Flanagan : Reacted to ""Yes and" has saved me many times. Learning that at improv class" with 👍

11:54:51 From Moriah D'Amico : Reacted to ""Yes and" has saved me many times. Learning that at improv class" with 😍

11:54:58 From Sarah Beideck : I was JUST about to say that

11:56:13 From Moriah D'Amico : I've also learned silence says a lot too so you have to learn when to say something or to stay silent. It's hard to know which one to pick sometimes.

11:56:22 From Heather Varney : Reacted to "I've also learned silence says a lot too so you have to learn when to say something or to stay silent. It's hard to know which one to pick sometimes." with 🙌

11:56:26 From Betsy Spetich : Reacted to "I've also learned silence says a lot too so you have to learn when to say something or to stay silent. It's hard to know which one to pick sometimes." with 🙌

11:56:37 From Maureen Flanagan : Replying to "I've also learned silence says a lot too so you have to learn when to say something or to stay silent. It's hard to know which one to pick sometimes."

Know when to hold 'em. Know when to fold 'em.

11:56:47 From Moriah D'Amico : Reacted to "Know when to hold 'em. Know when to fold 'em." with 🥰

11:57:14 From Heather Varney : Replying to "I've also learned silence says a lot too so you have to learn when to say something or to stay silent. It's hard to know which one to pick sometimes."

Or the you're wrong, I'm right bit. Sometimes there isn't a distinction, just different perspectives and experience.

11:57:21 From Heather Varney : Reacted to "Know when to hold 'em. Know when to fold 'em." with 🥰

11:58:16 From Cynthia Lewis : So many good resources and different viewpoints!

11:58:18 From Moriah D'Amico : Know when to ask/not, test/not, speak/not

11:58:26 From Heather Varney : Keep challenging status quos (be the learning rebel) and be adaptable in light of new info.

11:58:34 From Cynthia Lewis : Reacted to "Keep challenging s..." with 🥰

11:58:35 From Benita Neely : Reacted to "Keep challenging status quos (be the learning rebel) and be adaptable in light of new info." with 🙌

11:58:37 From Benita Neely : Reacted to "Keep challenging status quos (be the learning rebel) and be adaptable in light of new info." with 🥰

11:58:37 From Michael Dalessandri : I like the cognitive biases. Thank you.

11:58:52 From Moriah D'Amico : Reacted to "Keep challenging status quos (be the learning rebel) and be adaptable in light of new info." with 🥰

11:58:53 From Regina Doeppel : Do your research on the theories.

11:58:55 From Leslie fritz : Confirmation that its true that there are myths out there and to do that homework before making statements.

11:59:00 From Moriah D'Amico : Reacted to "Do your research on the theories." with 🥰

11:59:12 From Shannon Tipton : July 31: The Transfer Problem: Why Learning Stops at the Classroom Door

11:59:16 From Heather Varney : Reacted to "Confirmation that its true that there are myths out there and to do that homework before making statements." with 👍

11:59:30 From Andrew Vercouteren : Replying to "July 31: The Transfer Problem: Why Learning Stops at the Classroom Door"

Can't wait!

11:59:34 From Betsy Spetich : Not many absolutes - lots of tools/guidelines

11:59:37 From Cynthia Lewis : Reacted to "July 31: The Trans..." with 🥰

11:59:38 From Moriah D'Amico : Reacted to "July 31: The Transfer Problem: Why Learning Stops at the Classroom Door" with 🥰

11:59:44 From Cynthia Lewis : Reacted to "Not many absolutes..." with 🎯

11:59:51 From Moriah D'Amico : Reacted to "{EFAA6E1A-2FCF-4F76-98F5-C1BE2BB2B752}.png" with 🥰

11:59:54 From Heather Varney : Reacted to "{EFAA6E1A-2FCF-4F76-98F5-C1BE2BB2B752}.png" with 🥰

11:59:56 From Regina Doeppel : Reacted to "Confirmation that its true that there are myths out there and to do that homework before making statements." with 👍

12:00:06 From Heather Varney : Reacted to "Not many absolutes - lots of tools/guidelines" with 👍

12:00:22 From Patrick Horine : Overcoming the continuing influence effect is a never ending challenge

12:00:38 From Moriah D'Amico : ONE OF US, ONE OF US!

12:00:42 From Cynthia Lewis : Reacted to "ONE OF US, ONE OF ..." with 😄

12:00:44 From Heather Varney : Reacted to "ONE OF US, ONE OF US!" with 😄

12:00:54 From Moriah D'Amico : Reacted to "Overcoming the continuing influence effect is a never ending challenge" with 🎉

12:00:59 From Brandon Wilkins : Reacted to "ONE OF US, ONE OF US!" with 😄

12:01:13 From Michael Dalessandri : Thank you everyone. I'll see you all next time!

12:01:15 From Moriah D'Amico : Staying out of this air

12:01:20 From Andrew Vercouteren : Trying not to breathe smoke...

12:01:23 From Heather Varney : Reacted to "Staying out of this air" with 🎉

12:01:27 From Regina Doeppel : Working with my new puppy I got yesterday

12:01:31 From Nicole Duclos : Annual 7.5 mile alpine adventure run

12:01:34 From Betsy Spetich : Trying to stay cool

12:01:35 From Michelle Pessoa : Go see a movie.

12:01:44 From Sarah Beideck : surviving 2 under 2 babies

12:01:51 From Cynthia Lewis : Reacted to "Working with my ne..." with 🍕

12:02:20 From Cynthia Lewis : Reacted to "Annual 7.5 mile al..." with 🍕

12:02:28 From Cynthia Lewis : Replying to "Go see a movie."

Which movie?

12:02:38 From Maureen Flanagan : Going to see the Phillies play the Mets, but weather forecast of terrible storms keeps moving the time so we'll see....

12:02:48 From Cynthia Lewis : Reacted to "Going to see the P..." with 🥰

12:02:55 From Shannon Tipton : Reacted to "Going to see the Phillies play the Mets, but weather forecast of terrible storms keeps moving the time so we'll see...." with 🍷

12:03:09 From Patti Swiech : Reacted to "surviving 2 under 2 babies" with 💕

12:03:18 From Moriah D'Amico : Maureen, South Jersey girl originally here. Enjoy a soft pretzel and cheesesteak for me.

12:03:19 From Michelle Pessoa : YES!

12:03:27 From Maureen Flanagan : Reacted to "Maureen, South Jersey girl originally here. Enjoy a soft pretzel and cheesesteak for me." with 👍

12:03:43 From Cynthia Lewis : Reacted to "Maureen, South Jer..." with 👍

12:03:49 From Michelle Pessoa : I can't wait. Nolan is so great.

12:03:54 From Moriah D'Amico : I love rabbit holes

12:04:03 From Maureen Flanagan : Replying to "Maureen, South Jersey girl originally here. Enjoy a soft pretzel and cheesesteak for me."

Both are available at the Gluten Free stand near home plate, so I may indulge.

12:04:16 From Cynthia Lewis : Reacted to "I love rabbit holes" with 🥰