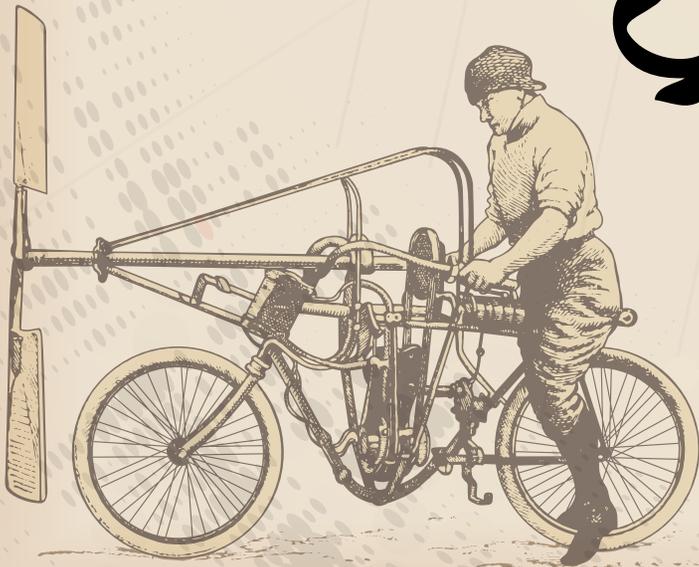
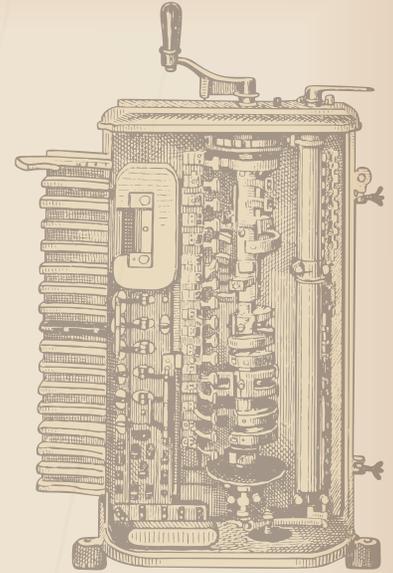


# Stop Learning Like It's 1899



Rethinking an outdated system





**WE ARE  
LEARNING  
TODAY THE  
SAME WAY  
FOLKS DID  
200 YEARS  
AGO.**

Georgian? Victorian? Are British monarchical institutions what come to mind when you think of education or training?<sup>[i]</sup> Probably not, but it was during their reign that Western education as we know it was formalized.

Let that sink in.

Yep, for all intents and purposes, we are learning today the same way folks did 200 years ago.

And you may be thinking, if it's not broken, don't fix it.

But, is it not broken?

Think back to your time in a classroom, right before a big test. Did you ever write and rewrite the same list of words or ideas until you could recite them back in proper order? Maybe this is how you memorized the Periodic table, Latin declensions, a Robert Frost poem, or the elements of design.

We want to know. What can you recite right now?

Go ahead, we'll give you a few minutes.

Chances are, you've probably forgotten most of it, even if you aced your exam all those years ago. This is because rote memorization focuses not one iota on comprehension or on putting an idea into practice.<sup>[ii]</sup>



## Fossilized Practices

Like many historical practices, rote memorization was the best it could be during its time. At least, it kind-of, sort-of was.

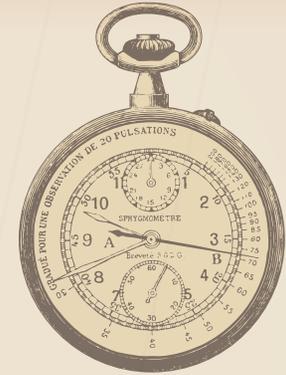
Fine, we'll give these ancient institutions a bit of a break. Back when teachers were the sole source of information, they taught based on the books available, which were, admittedly, pretty limited in scope. It was far easier for teachers to use the same curriculum for all the students at the same time. Standardized exams ensured students could indeed recite information, but there was zero regard for learning preferences or previous knowledge.

Does any of that sound familiar to you?

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IKE

**MANY HISTORICAL  
PRACTICES, JUST  
BECAUSE IT'S A PRODUCT  
OF ITS TIME DOESN'T  
MAKE IT EFFICIENT OR  
RELEVANT TO TODAY.**

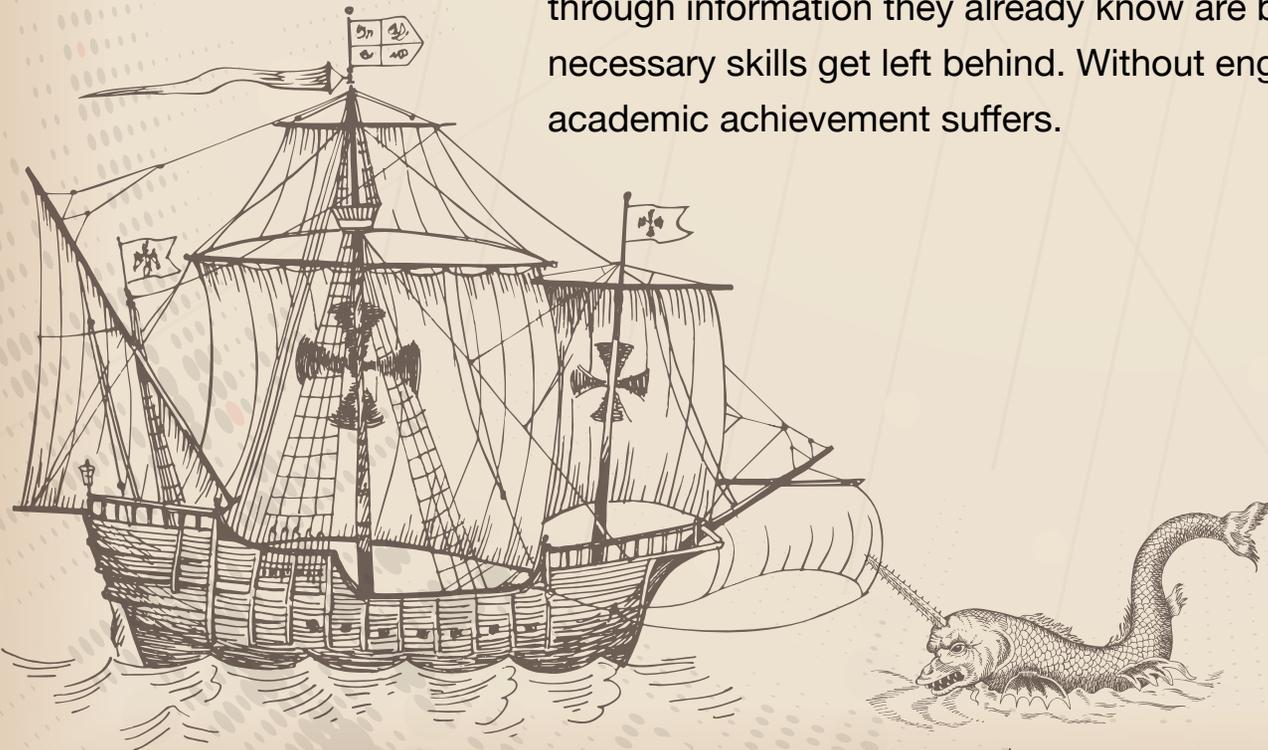




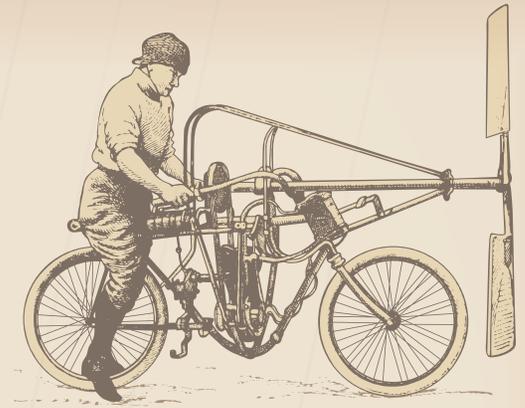
## All Together Now

Unfortunately, we continue to rely on outdated methods because, like the *Evergiven*, it's hard to turn such a big ship around.

These methods are failing today's students. Students that endure slogging through information they already know are bored, and students lacking necessary skills get left behind. Without engagement or personal learning goals, academic achievement suffers.



**W**ITH INTELLIGENT CONTENT PLATFORMS, YOU CAN ACCESS JUST THE INFORMATION YOU NEED TO KNOW.

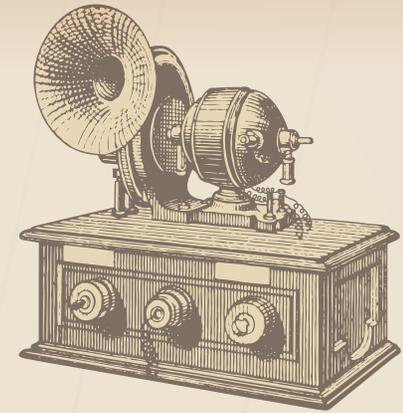


## Learning Your Way

While you may think you left learning behind after graduation, living in a constantly changing world of information means it's never been more important to keep up-to-date.

We get it. This kind of feels like building a flying machine that never gets off the ground. But we're here to tell you that it doesn't need to feel that way.

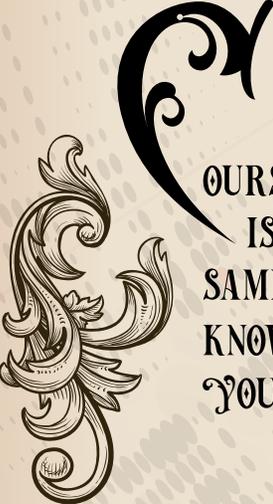
With intelligent content platforms, you can access just the information you need to know, so you're not stuck relearning the things you've already learned. Eliminating unnecessary roadblocks lets you focus on the knowledge you actually need. This is the heart of outcome-based learning.



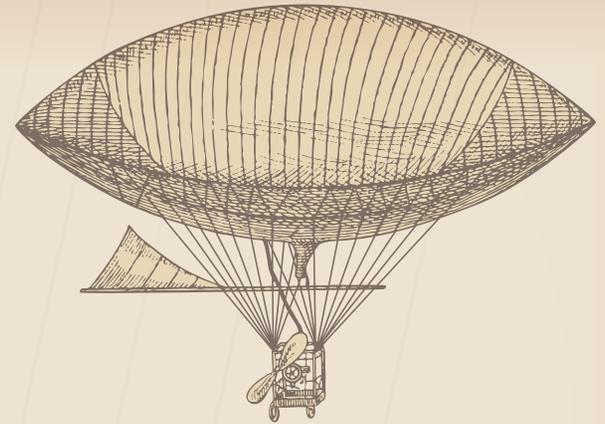
## Course Completion

Speaking of outcomes, anyone can zip through online videos and say they've completed a master class or course on structural engineering, the basics of baking, or advanced indoor gardening. But, course completion is simply not the same as actually knowing what you're doing. (We're looking at you, dying house plants, burnt loaves of bread, and crooked stairwells!)

Hands-on exercises move learners into the realm of actual skill realization. And assessments can be used to eliminate what you already know.



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IS SIMPLY NOT THE  
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## The Allure of PowerPoints

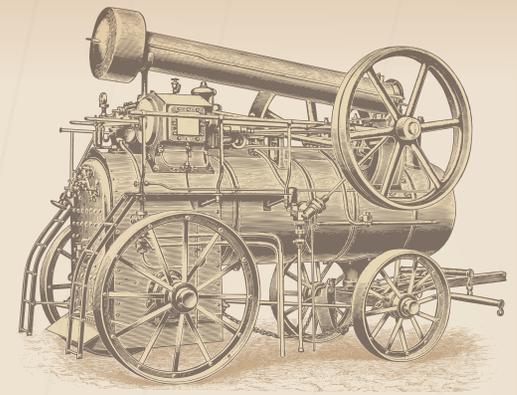
Sure, PowerPoints are one way to modernize learning. But, did we say, “allure”?

We meant, “Utter. Boredom.”

Most online courseware offers lectures that might be effective in-person, but those almost always fall flat when brought outside the lecture hall.

Instead, imagine opting for the learning method that matches the way you learn. For example, some folks excel in reading material. Others need to visualize the process. Still others only understand a concept when they have something to practice on.

**D**ELIVERING  
CONTENT IN  
A VARIETY OF  
METHODS ENSURES  
THAT ANYONE CAN  
PICK UP A SKILL.



# HAVING A

TEAM OF AGILE  
EMPLOYEES  
MEANS WORK  
GETS DONE  
QUICKER AND  
EASIER.



## The Path Forward is Upskilling

Training and upskilling must be personalized, otherwise employees will be treading water without a life jacket. With personalized skills paths, team agility greatly increases, and updating to the most recent release or that new workflow is effortless.

It's simple, really. Having a team of agile employees means work gets done quicker and easier.

And seriously, if there is one thing you take away from reading this, it should be this: never publish content that's just a reading of a PowerPoint!



Contact us today at  
[solutions@4dtechnoloies.net](mailto:solutions@4dtechnoloies.net)  
to stop learning like it's 1899.

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<sup>[1]</sup> Edward C. Mack, Public Schools and British Opinion since 1860 (1941)

<sup>[2]</sup> <https://www.oxfordlearning.com/difference-rote-learning-meaningful-learning/>