

Perfect match: L&D personality profiling

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You've no doubt witnessed it first hand – and you might even be guilty of it yourself. You attend a course or seminar and, full of enthusiasm, you take notes and nod your head at the wonderful insights being shared. Then you return to work... and you work. Anything you may have initially taken onboard in that training session gets forgotten.

According to the Ebbinghouse Forgetting Curve, the average participant begins forgetting what they've learned almost immediately without the use of any practical activities to support the new knowledge. This research was originally conducted in 1875, so this has been a problem for the ages.

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The research suggests there is a 6-9 hour window before participants start to forget up to 50% of what they learned if they have not completed any practical activities related to the new information or skills.

How can this waste be minimised? Innovative learning models are shaking things up. pd training, for example, uses a model based on tying learning to personality types. They use real world examples supported by actual practical activities, either designed on the spot by professional trainers or planned as part of the complete learning experience.

While personality profiles have been used for years to identify potential leaders and to enhance team dynamics, they've rarely been used in the L&D space. Yet it makes a lot of sense: people do learn in different ways. Some prefer face-to-face; others are quite happy to do it online at their own pace. Some need guidance and support; others don't.

Paul Findlay, managing director of pd training, says the best results come when the profiling is done prior to (or if necessary, at the start) of the training event.

"We use the insights to deliver the training in a way that is more tailored to the individual's natural preferences; however, that's only just the beginning," he says. "By learning more about yourself and others in the context of a business course, the epiphanies people have about recurring scenarios can be life changing."

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