



# Identifying Obstacles

## Take the quiz!

Training Transfer is a function of three components: Learning Program Design, Learner Attributes and Work Environment. One of the most valued benefits of using Predictive Learning Analytics (PLA) is the ability to uncover obstacles preventing learners from applying, back on the job, what they learned in a training program. All obstacles can be traced back to one of these three components.

In a recent PLA implementation, learners named the following obstacles as deterrants to applying what they had learned back on the job. Can you identify which component is associated with each of the obstacles?

- PD** – LEARNING PROGRAM DESIGN FACTORS *L& D professional has direct control*
- LA** – LEARNER ATTRIBUTE FACTORS *L& D professional can exert influence*
- WE** – WORK ENVIRONMENT FACTORS *L& D professional can exert influence*

CIRCLE ONE

1. Lack of time	PD	LA	WE
2. Remembering the techniques	PD	LA	WE
3. Organization’s culture	PD	LA	WE
4. Lack of dedicated space	PD	LA	WE
5. Manager’s haven’t attended	PD	LA	WE
6. Personal motivation	PD	LA	WE
7. Relevance	PD	LA	WE

Answers: 1: WE, 2: PD, 3: WE, 4: WE, 5: WE, 6: LA, 7: PD



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