LEARNING READILY:
HOW CAN LEARNING IN FLOW BE PROMOTED THROUGH WEB-BASED TRAINING?

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- **The main purpose of company internal training is:**
  Develop competences, i.e. align them with job position requirements

- **Here, e-learning offers (e.g. cost) benefits: It can be used only when needed, independent of time and location**

- **Thus, within AREVA e-learning is a consolidated part of company internal training**

- **But the question is:**

  How to support learning in Web-Based-Training in an optimal way?

  How to learn easily and successfully?

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We have to consider the learner's POV !

POV: Point of View

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**To arrive in a state of flow,
7 basic states of mind have to be achieved:**

1. Being completely involved in what we are doing

2. Feeling a sense of ecstasy

3. Getting great inner clarity

4. Knowing that the activity is doable

5. Establishing a sense of serenity

6. Staying timelessness

7. Being intrinsically motivated

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What is flow?

What is flow?

→ **concentration**

What is flow?

→ **immersion**

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What is flow?

→ **easiness**

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Motivation:
a) Is the topic based on everyday life and useful?
b) Are avatars used, is a framework history provided or will the learner be addressed in any personal form?
c) Can the WBT be adapted to the prerequisite knowledge and interests of the learner?

Activation:
d) Are learning objectives specified at the start of WBT?
e) Are interactive, game-like elements used such as quizzes, correlation tasks or puzzles?
f) Is the WBT immediately ready for use: is further information or reading provided?

Concentration:
g) Is the WBT clearly arranged?
h) Does the WBT provoke suspense or is it immersive?

Communication:
i) Is help provided for formal or content-related questions?
j) Is a direct and extensive feedback provided, when working on problems,?
k) Is synchronous communication provided for exchange with experts or other learners about the content?

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Welches dieser Ziele ist Ihrer persönlichen Meinung nach das wichtigste?

OPEN

Verbesserung der Kostenstruktur

Höhere Kundenzufriedenheit

Arbeitserleichterung

Bitte treffen Sie jetzt Ihre Wahl!

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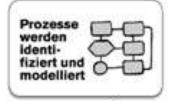| Motivation: | a) Is the topic based on everyday life and useful? |
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Eine Idee, von der wir alle profitieren

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Communication:

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What kind of valve is this?

✗ ⦿ Gate value

○ Globe valve

○ Safety valve

Sorry, but that's incorrect.
Please try again.

- **The factors supporting learning (see checklist) have to be considered at an early stage of training development**

- **The designer and developer must become familiar with them**

- **Criteria list should be applied at the latest when designing training**

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