ETERNA

LEVERAGE ETERNA FOR DISTRIBUTED LEARNING, IN *ADDITION TO* TESTING AND IDENTIFYING KNOWLEDGE GAPS

You now can also use Eterna to *deliver* regularly scheduled training to your employees, in small chunks and when convenient to them. Instead of just using Eterna to measure retention ("how well do they remember what we taught them"), now you can use Eterna to measure comprehension ("did they understand what we just taught them"). This new training model could even be an alternative to, or expansion of your current training programs.

Eterna

Eterna is an excellent way to touch your employees or contractors on a daily basis by sending them one test question, and providing them with immediate feedback. This is where learning takes place, when they read the tailored feedback regardless of how they answered the question.

In the traditional Eterna model a learner receives remedial/refresher training **after** they answer their daily question, as part of the feedback page (screenshot below). Initially, questions are pulled randomly from a pool of topics relevant to the learner's job. The feedback is designed to reinforce today's question through explanations, attached documents and links to websites.

If you're already an Eterna user, you know that Eterna does an excellent job at testing, measuring comprehension and retention of **existing** knowledge or information your employees received during their onboarding or other training event. Recently, some of our Eterna users who value these constant touchpoints via email (or other delivery system) expressed a desire to also use Eterna as a primary teaching delivery tool.

Teaching vs. Testing

What if you could use this popular daily communication to not only test, but also teach your employees? In the expanded Eterna model, the learner receives their training material **first**, followed by a question, followed by the feedback. While the difference may appear subtle, this new model allows you to administer a *distributed learning model* that either complements or replaces some of your instructor-led or online learning. Instead of reinforcing the topic of the day **after** asking a question, you can use Eterna to **teach first**, then ask a question to measure comprehension, and then reinforce. This training model is more in sync with the way we like to learn today, in smaller chunks and when it's convenient to us.

In this model, you develop your training materials the same way you create your traditional Eterna questions, except that you add teachings to the question and indicate that you'd like the training to be delivered ahead of the question. Now your learners can receive a mixture of teaching and testing questions as part of their daily Eterna training program.

Our Attention Spans Are Short

Our society has changed in the way we process information. People want their training and information in chunks - just in place, just in time and *just enough*! This is especially true for the younger generation who prefer to consume knowledge in a time & place convenient to them. Few people want to read manuals anymore, be it instruction or training manuals, sales brochures, policy or best practices documents.

Eterna is a successful and growing learning tool because it accommodates all of the above modern learning techniques in a single, easy-to-use platform and because today's learners generally like the idea of receiving one quick training question a day.

Want to learn more?

If you already use Eterna, there is no additional cost to implement this distributed learning model. Call us to learn more at (770) 642-4400, or email us at eterna@learn.net.