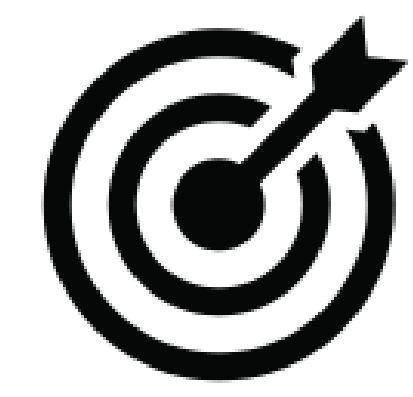


# LEARNING TRANSFER

FOR:

BY:

DATE:



## clarify desired behaviour

What do we want individuals to do differently after the learning experience?

- Narrow the Behaviour**  
What specific behaviour do we want to see?
- Name the Context**  
When and where should this behaviour happen?
- Make it Observable**  
What would others see or hear if it's happening?
- Set success Indicators**  
How will we know it's happening consistently?




## deepen learner motivation

Why would learners feel motivated to act, and what might get in the way?

- Connect to Purpose**  
What value or goal does this behaviour support?
- Surface Identity Drivers**  
What beliefs or stories might support or block it?
- Build Positive Emotion**  
What would make this feel meaningful and satisfying?
- Start with Small Wins**  
What early experience could boost confidence?




## design habit loops

How can we make the behaviour automatic and sustainable over time?

- Establish a Cue**  
What natural moment could prompt the behaviour?
- Simplify the Routine**  
What's the smallest action they can repeat?
- Reinforce the Reward**  
What makes this feel good or worth repeating?
- Repeat in Context**  
How can we embed the loop in daily work?




## close capability gap

Do learners feel confident and equipped to act, and what's missing?

- Clarify the Model**  
Do they know what good looks like?
- Create Safe Practice**  
Have they had a chance to try it in low-stakes ways?
- Boost Confidence**  
What will help them feel ready and capable?
- Provide Tools & Support**  
What additional resources or feedback might help?




## shape enabling environment

How can we make it easier and more expected for learners to act?

- Simplify the Path**  
What's currently getting in the way?
- Make it Feel Normal**  
Are peers modelling or reinforcing it?
- Time it Right**  
Are nudges well-timed with decision moments?
- Reinforce with Feedback**  
Is effort noticed and momentum celebrated?




## plan next steps

What actions will we test, and how will we know they're working?

- Clarify the First Move**  
What's one small step we can try now?
- Identify Key People**  
Who needs to be involved or informed?
- Make Progress Visible**  
How and when will we review progress?
- Track What Matters**  
What will we monitor, measure or celebrate?
