Training Transfer Prescription Pad

From Training to Transfer | Jill Windelspecht

HRx Prescribe Empower Refill

PROGRAM OR LEARNING EXPERIENCE:

THE BEHAVIOR THAT SHOULD SHOW UP ON THE JOB:

THE BIGGEST BARRIER TO TRANSFER:

A	**ATTENTION** Why would learners want or need to learn this now?
G	**GENERATION** What will learners think, retrieve, decide, explain, or practice?
E	**EMOTION** What will make the learning relevant and meaningful?
S	**SPACING** When will learners retrieve and use the learning again?

MY REDESIGNED PRESCRIPTION

Instead of

_____

We will

_____

because it activates A G E S

The AGES Model™ (Attention, Generation, Emotion and Spacing) was developed by the NeuroLeadership Institute. This independent worksheet was created by Jill Windelspecht for educational application and is not an official NeuroLeadership Institute publication.

The AGES Refill Plan

Learning becomes more accessible when people retrieve and apply it over time.

WHEN	PURPOSE	YOUR REFILL
END OF EVENT	**Commit**	What is the first change you will make?
24 HOURS	**Retrieve**	Without looking, name AGES and explain each element.
7 DAYS	**Apply**	What did you change in a real learning experience?
30 DAYS	**Reinforce**	What evidence shows that learning transferred?

THE CHANGE I WILL MAKE WITHIN SEVEN DAYS:

WHO CAN HELP REINFORCE IT?:

Core questions:

- **Attention:** Why does this matter now?
- **Generation:** What will the learner do with the idea?
- **Emotion:** What makes this meaningful?
- **Spacing:** When will the learner retrieve and use it again?

Use the QR Code below to give Feedback AND get a FREE Learning Transfer Rx Audit Checklist

Scan this QR code

Or go to

https://talk.ac/jillwindelspecht

and enter this code when prompted

AGES

Source: Davachi, L., Kiefer, T., Rock, D., & Rock, L. (2010). Learning that lasts through AGES: Maximizing the effectiveness of learning initiatives. NeuroLeadership Journal, 3, 53–63. © NeuroLeadership Institute.