

L&D MONSTERS

THE MOST FEARFUL FRIGHTS IN TRAINING



Some of the scariest monsters aren't found in haunted houses and graveyards. They live inside your training program! Here are some ideas on how to catalog the creatures that threaten your success and banish these L&D monsters for good!

FRANKENWHINE

Frankenwhine is a monstrosity known to L&D professionals as the learner who's never satisfied. But just like Mary Shelley's brainchild, there's more to this mutant than meets the eye. A complaining learner may feel like the training is too easy or the LMS experience isn't compelling, aesthetically appealing, or rewarding. Appease the fiend by feeding it what it needs: a better learner experience and outlets to share feedback and insights within the LMS.



THE CHECKBOX ZOMBIE

This zoned-out creature seeks compliance at all costs. Drained of all inspiration, curiosity, and excitement about learning, the Checkbox Zombie just wants a mark in the Completed column for required courses. Unfortunately, this kind of learning means the zombies walk away with information they probably won't retain. Bring these creatures back to life with learner engagement features like gamification, drip learning, and personalized content.

THE CONTENT MUMMY

Is your training content downright ancient? If so, you face the terrifying Content Mummy, a bone-chilling sight to every L&D professional. You can scream but don't run! Instead, dust off those mummified courses and infuse them with fresh information. Learners don't see value or usefulness in training that's repurposed or old, so unwrap those bindings and give your content a makeover to drive employee engagement, retention, and experience.



THE WHEREWOLF

The WHERewolf doesn't come out with the full moon. It takes form when learners struggle to find their courses and content within the LMS. Tame this angry beast by streamlining confusing, hard-to-navigate user experiences. Other tricks in SAP Litmos Training include customizing your learner's HTML Banner, embracing the content tagging functionality, and packaging up your learning content in Collections.

THE CULTURE VAMPIRE

This ghoul can suck the energy out of any learning culture. More horrifying, they're often managers or executives who aren't on board with the training program and undermine its success by downplaying the value of learning to their teams and other leaders. Yikes! They must be stopped before all your noble efforts are thwarted. Become the Van Helsing of learning by winning them over with clear communications on what they care about like measurable outcomes and performance improvements.



THE LIST GHOST

You've seen this apparition in upload lists and activity reports but is The Ghost really there? Sure, their managers swear they're living, breathing beings, but you can't get these learners to complete entire learning paths, provide feedback, or interact beyond floating around a course or two. Get these specters to materialize by trying new outreach methods such as text reminders or quizzes to reinforce material and promote the next course in the series.

THE WICKED WITCH OF THE TEST

She instills fear in even the most experienced L&D professional. She'll swoop into your mind and trick you into ignoring proven methodologies and creating ineffective tests and quizzes. Once she casts her spell, you'll be crafting silly multiple choice responses that don't measure absorption or improve retention. Look away from The Wicked Witch of the Test and implement smart ways to ensure skills are learned and applied in the real work environment.



THE JACK-O-LEARNIN'

You've heard of a Jack-of-all-trades. The Jack-o-learnin' is similar but scarier. These chiseled creatures have permanent smiles, high participation levels, and always provide positive feedback. But don't be fooled! They flicker around in different courses but don't focus long enough to develop proficiency. The highly capable Jack-o-learnin' craves direction and discipline. Target these learners by setting skills goals and tracking core competencies.

LENNYWISE THE CLOWN

Do not be bamboozled by the antics of a dancing clown. It may have a red wig, a painted-on smile, and a handful of balloons, but that's to distract you from seeing that it doesn't want to do training. Just when you think you've convinced this trans-dimensional creature of the value of learning, it will shapeshift and become invisible. Bring Lennywise back into sight by offering mobile, visually engaging courses that will hold the attention of even the most frenzied learner.



WEDNESDAY ADAMS

Four days a week, this little charmer works from home. But on Wednesdays, she comes into the office, moping around like her pet spider just died. When other people are upbeat and tackling training like champs, she's crossing her arms and rolling her eyes. Put an end to this behavior with team-building training sessions that make Wednesday feel welcomed and valued. With some energizing courses on group dynamics, diversity and inclusion, communication, and social skills, you might be surprised at how quickly her ice melts.

BRIDE OF FRANKENWHINE

This loyal wife is a great listener – and a horrible gossip! She hears the endless complaints that her main squeeze makes about training and repeats it throughout the office, dead set on destroying L&D's efforts to create a culture of learning. You must bring her rumor mill to a grinding halt by consistently and repeatedly communicating the value of training – both in professional and personal development. Soon, the Bride's campaign to complain will be lost on learners too busy growing their minds to waste time on negative thinking.



THE DIRTY DATA DEMON

Beware this spook from a netherworld conspiring to deny technological progress and maintain the status quo at any cost. The Dirty Data Demon believes it can achieve infinite job security by tracking learning data in a spreadsheet that only it can control. The horror it imposes on the rest of the L&D team, who bear witness to senseless acts of manual, time-consuming, error-prone data management. Exorcise this demon by converting it to the great power of the LMS. Needless uploads be gone! It will see the light by discovering time for more strategic, productive endeavors.