



Sharon Bowman's *Six Trumps*

*6 Learning Principles to
Help Training Stick*



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What are “The 6 Trumps”?

The 6 Trumps are learning principles you can apply to help learning stick. They are based on research about we learn.

The 6 Trumps are:

1 Movement
trumps Sitting



2 Talking
trumps Listening



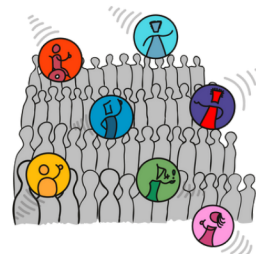
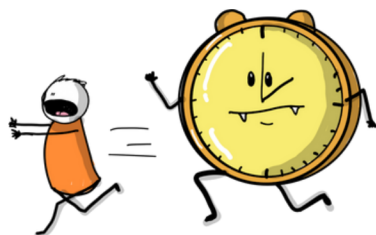
3 Images
trump Words



4 Writing
trumps Reading



5 Shorter
trumps Longer



Different
trumps
Same



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Movement trumps Sitting

When we move, we increase oxygen flow to our brain and become more alert and engaged.



Introduce movement to your training to increase engagement and improve retention of knowledge.

2 *Talking trumps Listening*

A powerful way to improve learning is to teach someone else.

Get learners to explain new ideas to each other in pairs and small groups. They will recall and elaborate on their learning in a safe way.

Talking about their learning deepens their retention.





Images trump Words

"A picture is worth a thousand words" as the adage goes. Images are a great tool for conveying ideas in a memorable way.

Studies show that combining both images and words is even better (known as Dual-Coding).



How can you integrate more imagery in your training?

4 *Writing trumps Reading*

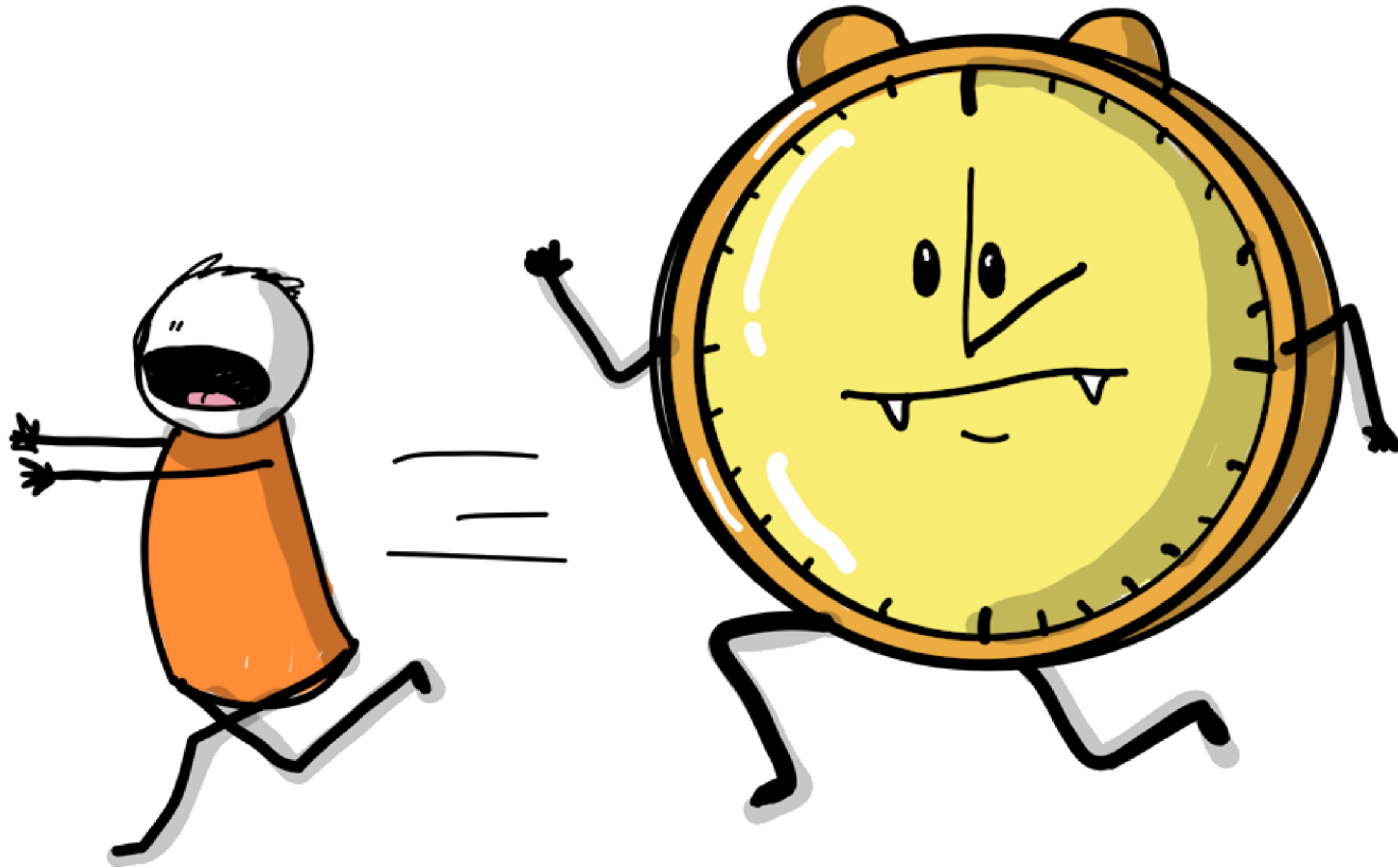
When we write a summary of what we have learned, we recall our learning and put it into our own words. We also deepen our emotional connection to the topic. This promotes retention in the long-term memory.



Often trainers give learners handouts of slides. Rather than handouts give learners space to write about what they have learned.



Shorter trumps Longer



After 10-15 minutes, our attention drifts. Be conscious of this. Break your content into small chunks. This reduces the cognitive load on learners and keeps them engaged.

Different

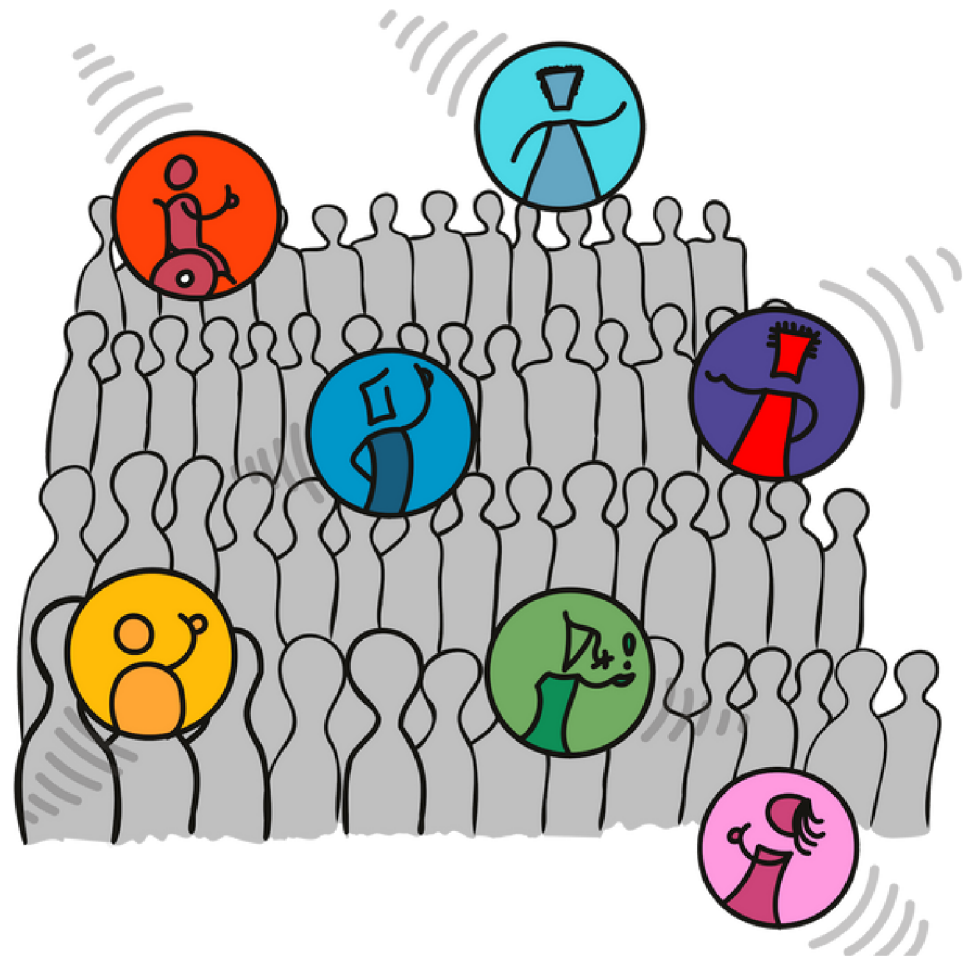
trumps
Same

VI

*THE BRAIN PAYS
ATTENTION TO NOVELTY,
CONTRAST, AND VARIETY.*

*We quickly zone out when things become
repetitive and boring.*

Change things up.
Provide novelty,
variety, and contrast in
your training to keep
learners engaged.



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