

How to increase the motivation of users for distance learning

Let's be honest: studying is not the most interesting thing in the world. Most employees fear to pass the online course or boring online presentation. Fortunately there are ways to turn your online learning into an interactive, emotionally intense and immersive experience. You just need to know how to motivate students and contribute to their personal interest.

1. Use social connections

As we all know, man is a social creature. Communication helps us to look at a situation from different points of view, discuss various ideas with their peers, friends, colleagues and relatives. Social interaction during the learning process remove the feeling of isolation from the team, of foreignness, and allow you to communicate not only in the workplace. Trainees will be able to receive help and support from colleagues, they can ask important questions. Some issues can be solved together. Each participant of this training somehow motivates his colleagues and plays an active role in the process.

2. Link personal interests and professional tasks

Training to be more effective, provide an emotional connection between the employee and the study material. For example, leverage the fact that people are interested in their spare time: Hobbies, Hobbies, etc. So they will simultaneously reach their professional goals without experiencing the boredom and tension. Use a conversational tone in the dialogues. All this will help to make the learning process memorable and full of impressions.

3. Turn learning into a game

Gamification allows, for example, reward employees for a job well done: it can be [write my essay affordable](#) badges for the successful completion of the course, or placement on the "honor roll" for passed exams. Gamification stimulates, inspires and allows you to see the areas of development and to confirm or develop professional skills. However, it is worth remembering that the reward should not be an end in itself or the only incentive, but only one of the means to achieve the main learning objectives.

4. Link the real world with training

Online training should not exist by itself. It should be aimed at the acquisition of knowledge and skills, which the employee can then apply in practice. Any case studies, scenarios, simulations and games needs to have a connection with specific practical tasks. For example, go through with the employee all the sales stages in the game before releasing it on the sales floor. So, you will be able to demonstrate all possible difficulties in work and charge the employee if it loses the fuse.

5. Let them rest

Frequent breaks will give time to assimilate the information that she deposited in the head. However, the breaks do not always mean "break". As you know, the rest is change of activity. So instead of a simple vacation change way of conveying the message, play, check understanding of information tell us something interesting. In General, make sure that students do not get bored.

Apply the information portion in order to avoid cognitive overload. Training modules should be as short as possible to be able to pass them including during breaks at work.

6. Give the opportunity to learn individual program

We encourage all studied in isolation, on the contrary, a small competition increases the efficiency of learning. This will be very good if you have different ways to present the material depending on existing experience or to vary the process of course depending on student progress.

There are two ways to accommodate this approach:

The first is to add your courses maps, a table of contents that allow you to choose a training module or topic. Or hold the input test, the results of which redirect to a particular topic.

The second online repository microcourse from which the student independently or with the assistance of a mentor chooses you need at the moment.

Both strategies are equally effective when properly designed and selected courses.

7. Consider different preferences in the learning process

Everyone is different, everyone has their own goals and preferences. So you may need different forms and materials to cover the widest possible range of people. For example, the visual easier to take in the presentation and infographic, while auditory learners prefer podcasts. Kinesthetic will appreciate games, interactive exercises.

Equally important is how employees get access to the materials. If they can go to the training site on a mobile? If Yes, then you will need adaptive coding of your corporate website and courses.

Everything possible should be done to students it was convenient.

8. Focus on learning goals

The goal is a kind of beacons, which should be followed, building a learning strategy. Objectives also help employees to focus on what's important and not wasting time on useless things. Make sure that students understand why they study the material, pass some course, how the study material will help them improve the effectiveness of their work. Equally important is the reporting system that will help see your own progress and measured against goals.

I hope that this article will help you to increase the motivation of your employees that will help them to actively participate in online learning. Focus on the needs of the employees and the business processes that they need to learn or learn better. If your lessons and courses are interesting, exciting, varied and healthy will be to convey the material in portions, increase social communication, all this will allow you to achieve a significant increase in learning outcomes, and the effectiveness of the performance of professional duties.

In the comments discussing what you're using tricks to increase the motivation of users online course.