

Each year companies pay close to \$1200 per person in training - money well spent when the training sticks. However, 80% of training usually doesn't stick. Enter **Reality Bytes™**! Utilizing innovative technology, **Reality Bytes™** engage employees in practicing the knowledge that was developed in training time. People are generally very motivated after training, but then performance and skills drop off after 30 days – they perform well immediately and then fall back to old habits, beliefs, and behavior.

Revisit the training

Dozens of work-related diversity scenarios from **RealityBytes™** provide users with insight into typical situations and challenge the participant's diversity knowledge and skills as they select appropriate action steps to address issues. These scenarios encourage participants to think through tough issues and apply the knowledge they've gained from training once again.

Reinforce correct behavior

Each scenario is a 3-4 minute "mini-course" with narration and animation depicting common workplace issues, along with a need for the participant to make a choice based on the situation. From their response, participants will learn if they have made the best choice, or they are given the the correct answer along with an explanation.

Re-teach when necessary

User responses to each scenario are tracked and reported through the Diversity University Learning Management System. When training is reinforced through follow-up, competency levels rise even higher than initial training, with each follow-up activity leading to another spike in performance and ultimately mastery of skills. Reinforcement is the key – over 50% of retention is based on follow-up reinforcement.



Re-focus the trainee

Call us today at 513-236-2170 or email info@diversityuniversity.com to see how **Reality Bytes™** can reinforce your training investment!

