

Compliance Without the Complaints

5 tips for more engaging compliance training



Most companies need to do some form of compliance training, while most employees would rather do anything else. What you really need is to make mandated training more engaging and - ideally - enjoyable for your learners.

Check out our top 5 tips for meeting your compliance requirements, without the complaints.

Lighten up a bit



Humor can improve motivation and information retention while decreasing anxiety, so **inject a little personality into your training material**. Levity is good, but balance is key – your humor needs to be appropriate and used with restraint, or you'll risk diminishing your training.

After all, compliance is serious business.

Tell a story



Scenarios are a great way to reinforce key lessons, but if they're irrelevant or dumbed down they're more likely to insult peoples' intelligence than engage them. Instead, **create stories with realistic characters** that can be readily related to. Make your lessons relevant to your learners' work experiences, and test understanding with scenarios that reflect real world situations.



Get serious about fun

Introducing game elements is a great way to boost engagement, but it's not all about points and badges. Include challenges (vs. the system or vs. other learners) and problem solving activities that **encourage people to really interact with the training**. And if you want to go all out and turn your training material into an actual game, that works too.

Show how everything connects

People will be more willing to complete compulsory courses if they see the value and understand the need for them. **Tie training objectives to performance goals**, show people what's in it for them, and you'll reduce the need for follow up.



Offer choices



This is where technology really comes in handy. Encourage flexibility by letting learners go at their own pace and complete modules in whichever order they choose, at a time and in a place that's convenient to them. And create branching content, so people can select the lessons most appropriate to their roles.

Higher Relevance + More Control = HIGHER ENGAGEMENT



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