

Discovery-to-Impact

A framework for learning decisions

I start with what people need to do. Each step connects a question about the work with evidence and a decision. What we learn can send us back to an earlier step.

My approach to connecting a performance question with evidence and a decision. The case and essay explain how I use it.

01 Discover

What are people trying to do, and where do they need support?

Task observation, interviews, existing research, and performance records can help define the starting point.

The decision

Agree on the work that needs to change and who owns the decision. Check whether knowledge, practice, tools, or working conditions need attention.

A useful record

A performance question and a documented baseline.

02 Design

What response fits what we have learned?

Task demands, learner knowledge, access to practice, and constraints help explain which response is plausible.

The decision

Choose a learning response or another form of support. Define what people should apply and how the team will recognize it.

A useful record

A working hypothesis, a proposed response, and an evaluation plan.

03 Try

What happens when people use the proposed support?

A limited trial, work samples, observation, and feedback reveal where the response needs attention.

The decision

Compare what happened with the starting point. Consider other changes that might explain the result before expanding the approach.

A useful record

A trial record with findings, limitations, and a decision to revise or continue.

04 Review impact

What changed in the work, and what can we reasonably claim?

Behavior transfer, follow-up accounts, and relevant operational measures help examine the intended change over time.

The decision

Separate participation and learner reaction from application and business signals. Choose what to continue, investigate, or change.

A useful record

A traceable recommendation and the next question to investigate.

Source context

Explore the examples and reasoning on my website.

Learning measurement and transfer. The strategy I created and the study I conducted after 90 days, with illustrations that explain the approach.

www.DennisRGriffin.com/work/learning-measurement-transfer

Start learning design with a question about the work. How I understand a performance need and plan evidence of application.

www.DennisRGriffin.com/writing/when-learning-and-development-starts-with-a-question