

THE BRAIN IN LEARNING & DEVELOPMENT

Ria van Dinteren

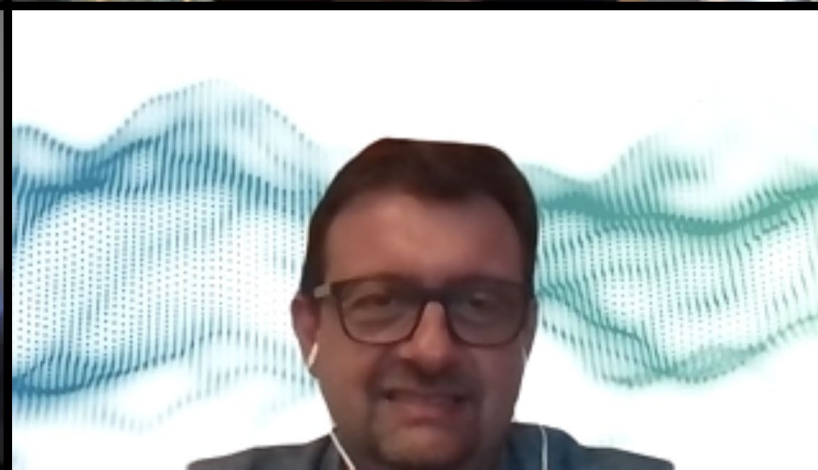
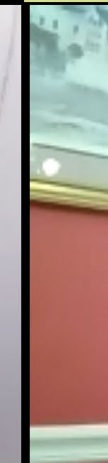
SAY HI IN THE CHAT

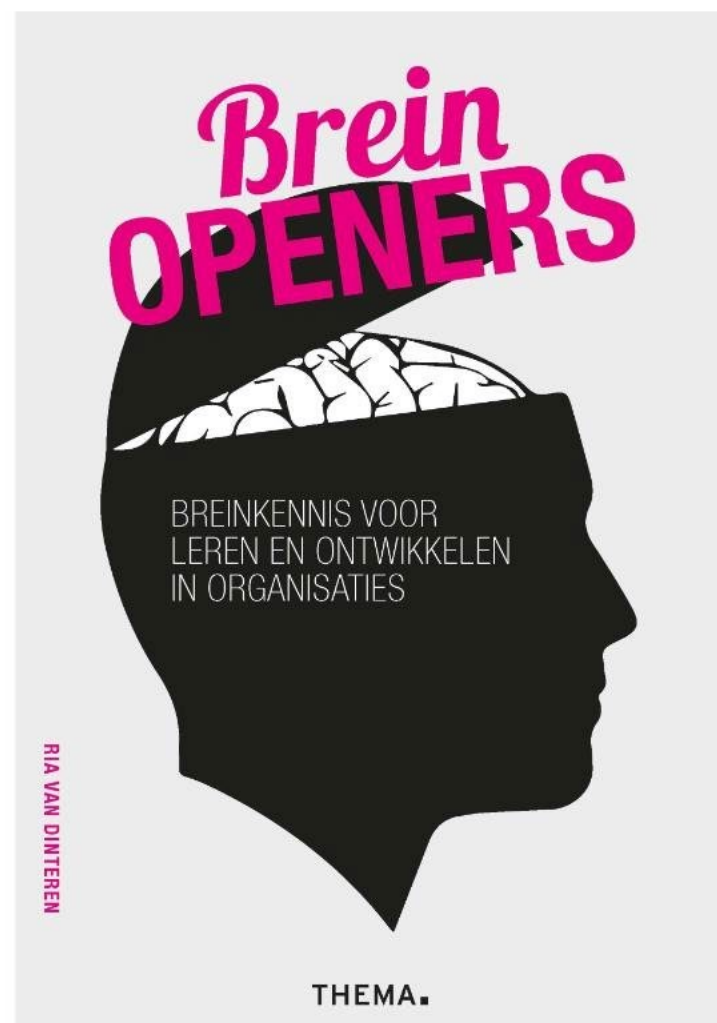
Hi!



Welcome!







<http://www.brainladies.com>

CHALLENGE



Take a piece of paper and a pen

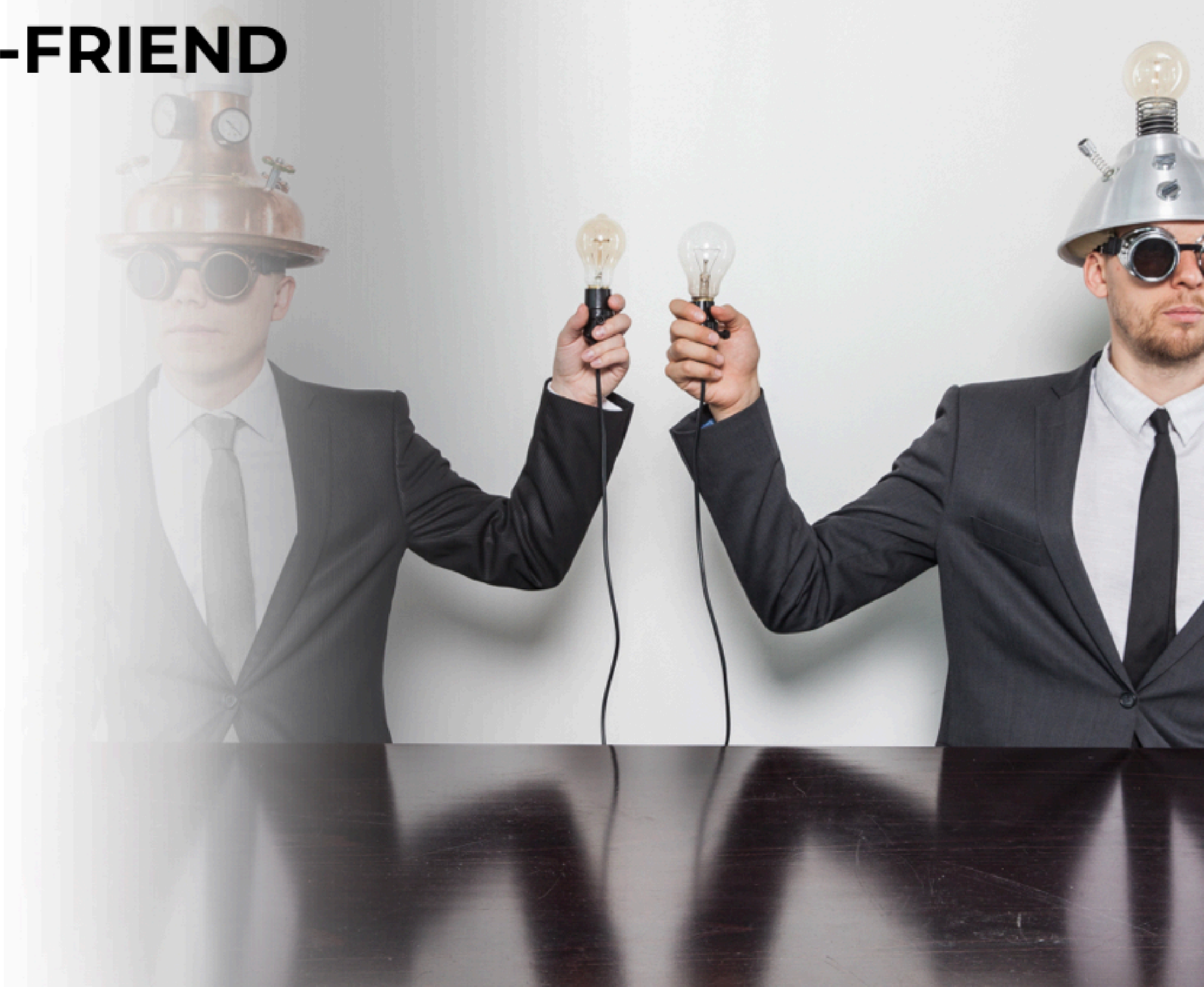


Please take your phone

A little bored, need help to focus?
Make a picture



FIND YOUR BRAIN-FRIEND



Introduction



1

Theory about neuroscience

2

3

Brain in L&D



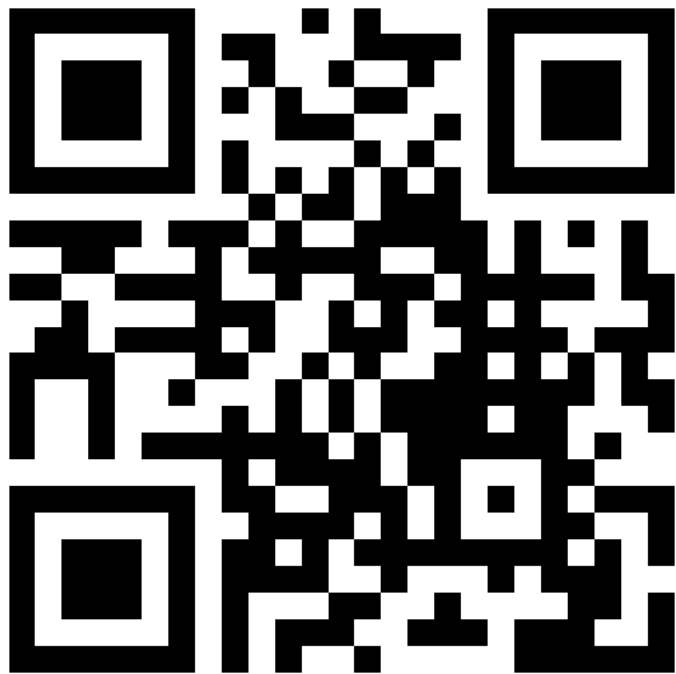
Q&A

Quiz

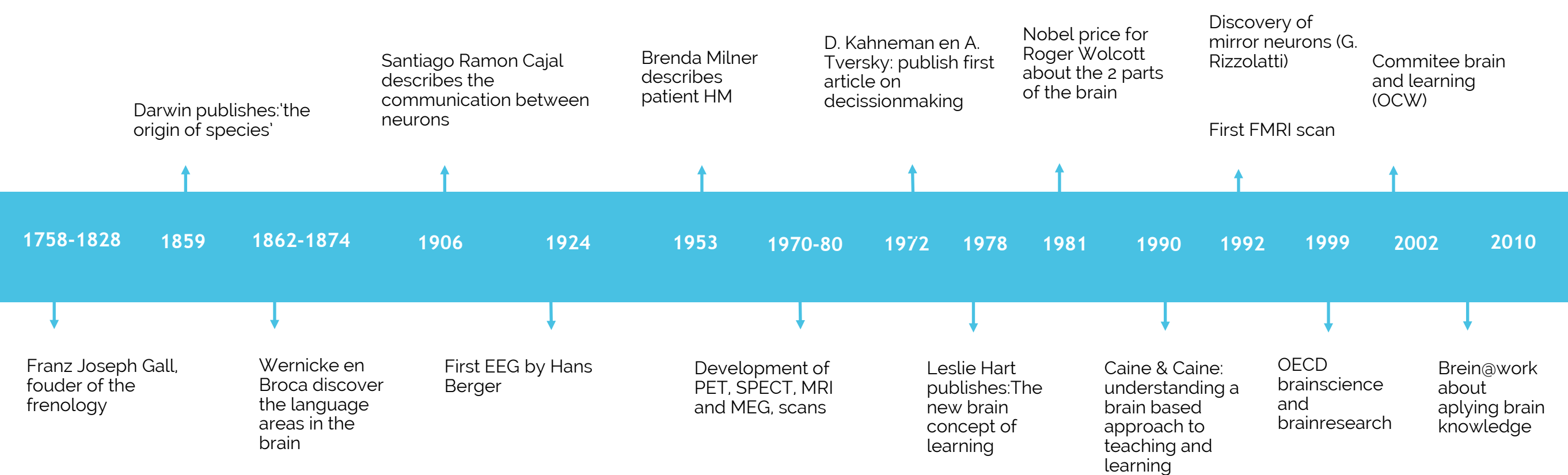


Quiz the BRAIN

**What do you know?
Go to menti.com
and enter the code:
55 88 81**



History line





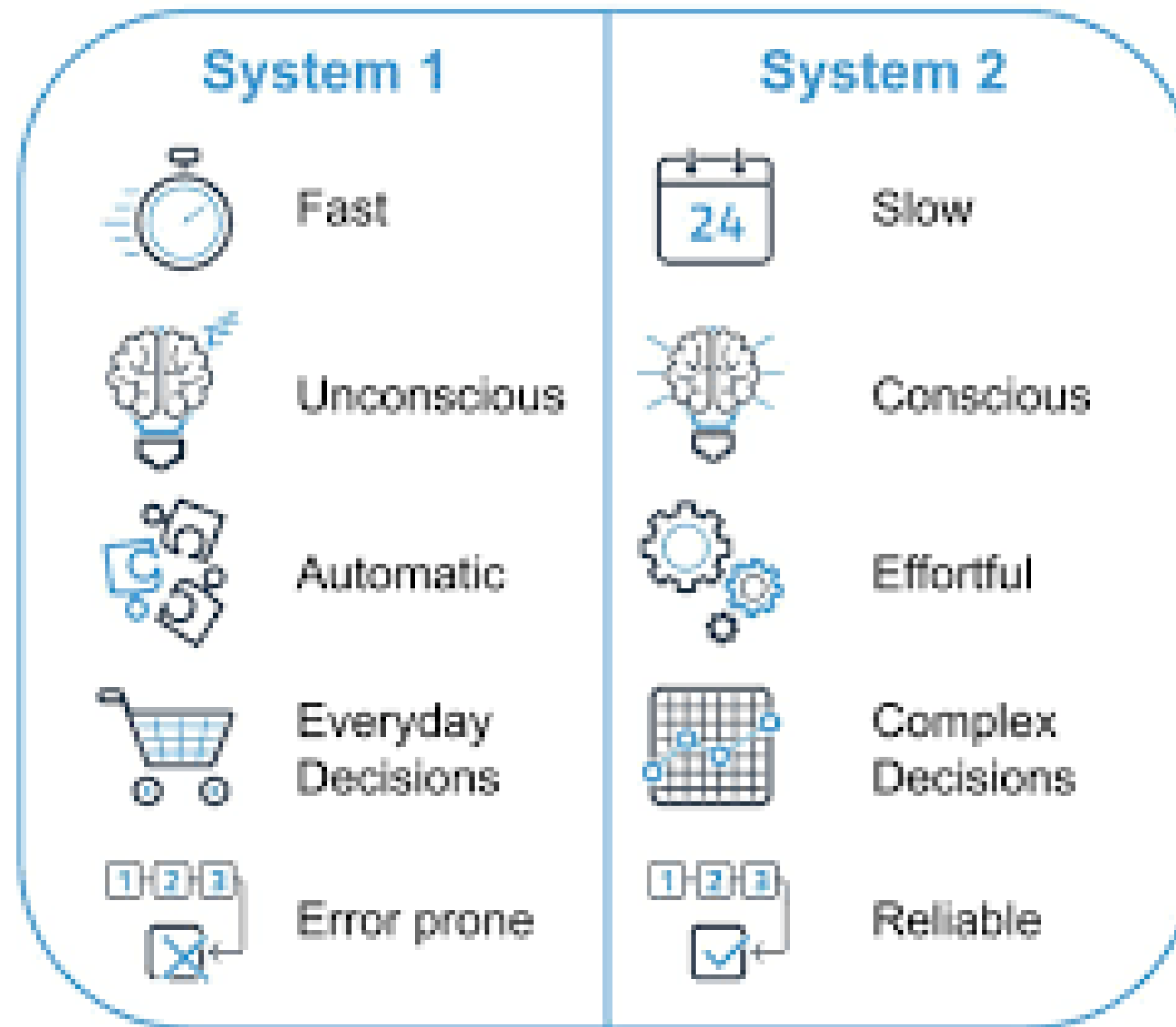




MIRROR NEURONS



Kahneman system 1 and 2



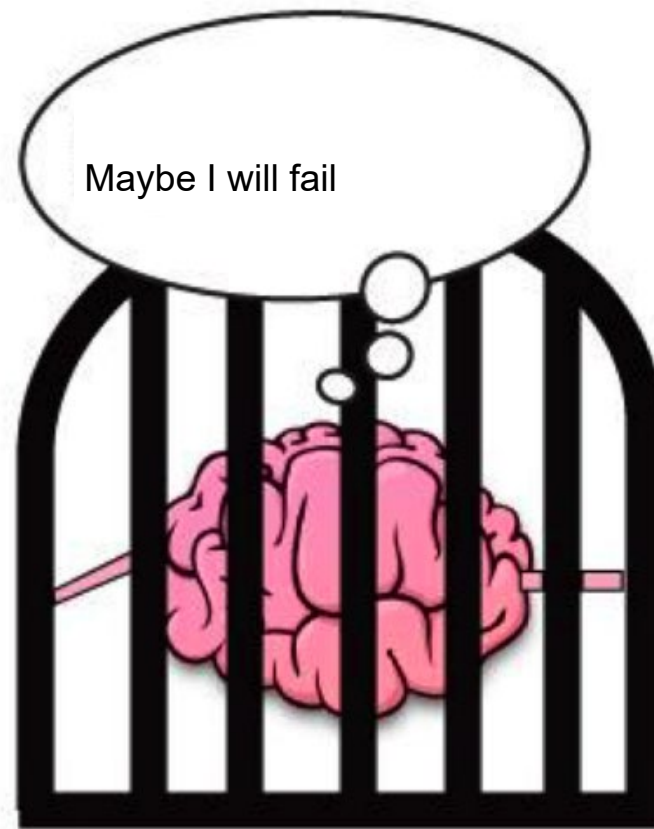
PLASTICITY

Margriet Sitskoorn

- ✓ Experience independent
- ✓ Experience expected
- ✓ Experience dependent

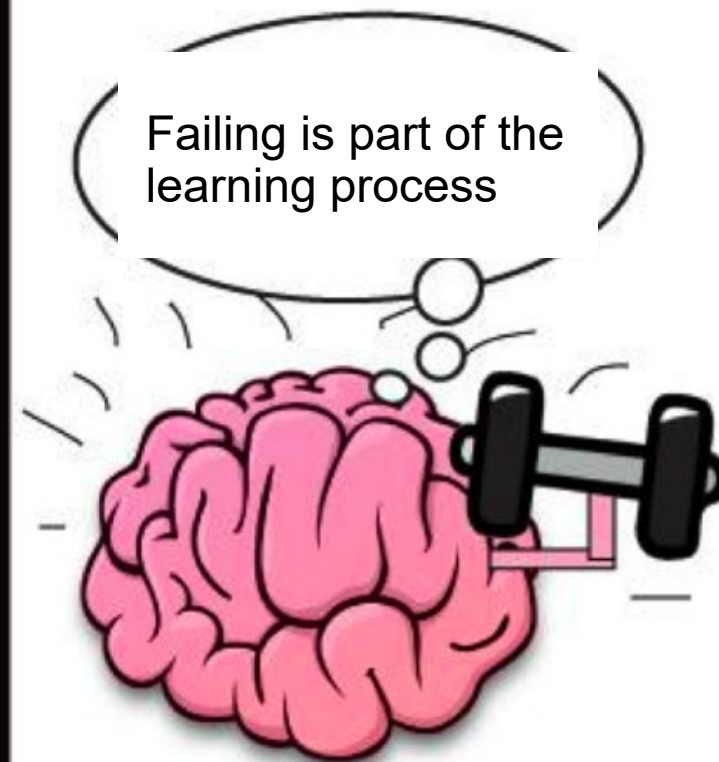


FIXED MINDSET



I have to proof that I have talent

GROWTH MINDSET



I can develop by practising

MINDSET EN MISTAKES

Growth mindset brains:

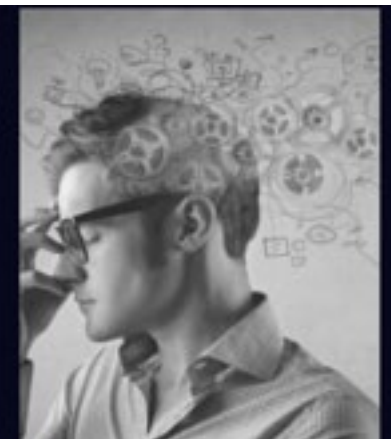
- detect mistakes
- and correct themselves or learn.

Fixed mindset brains:

- block negative feedback
- Stop if they receive negative feedback.



5 BRAIN PRINCIPLES



WHAT THEME IS OF INTEREST FOR YOU

- A. TALENT DEVELOPMENT
- B. CAREER DEVELOPMENT
- C. LEADERSHIP
- D. CRISIS AND CHANGE
- E. LEARNING



GA NAAR MENTI.COM CODE: **5159 0816**



(5) MINUTE BREAK OUT

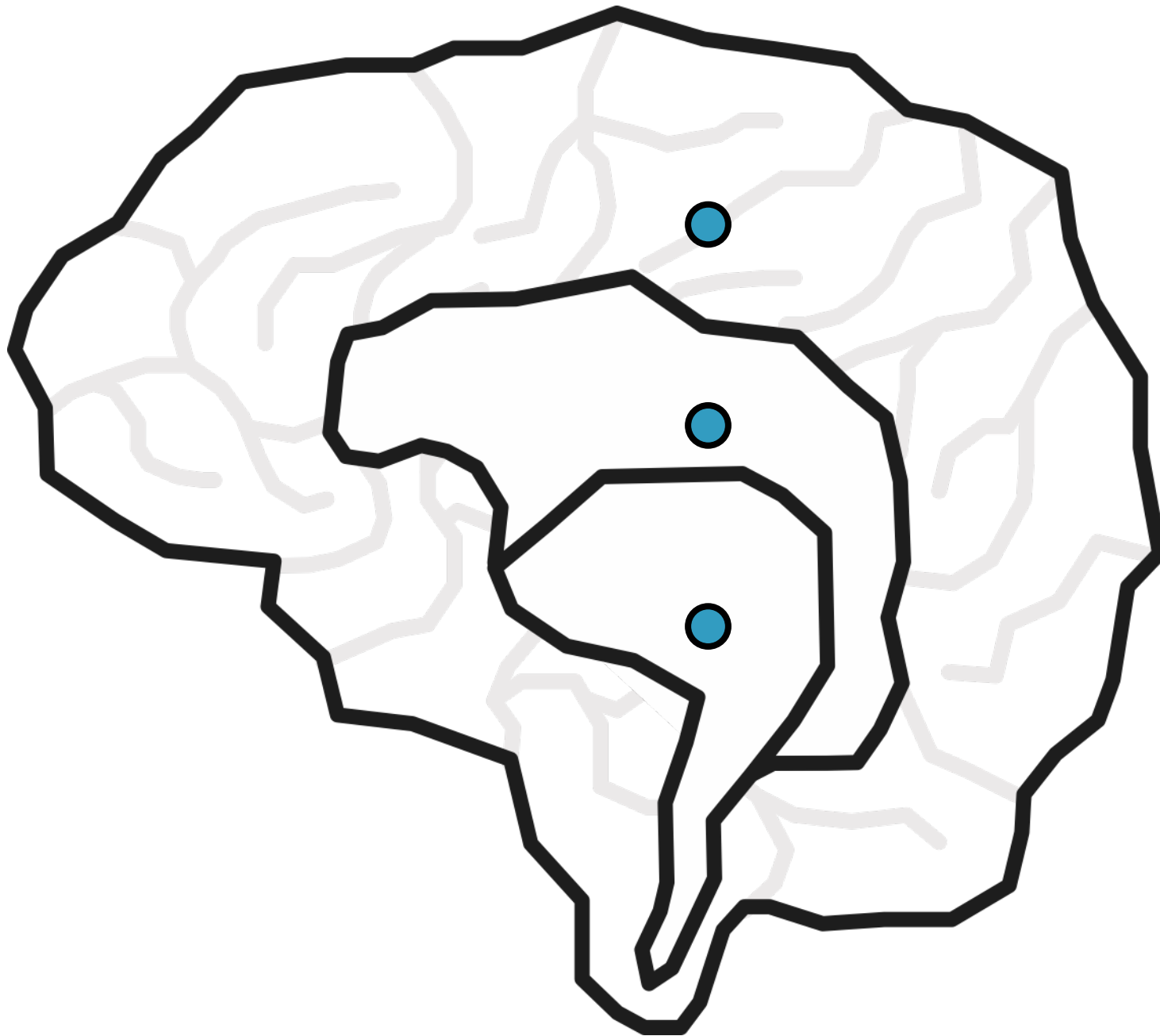


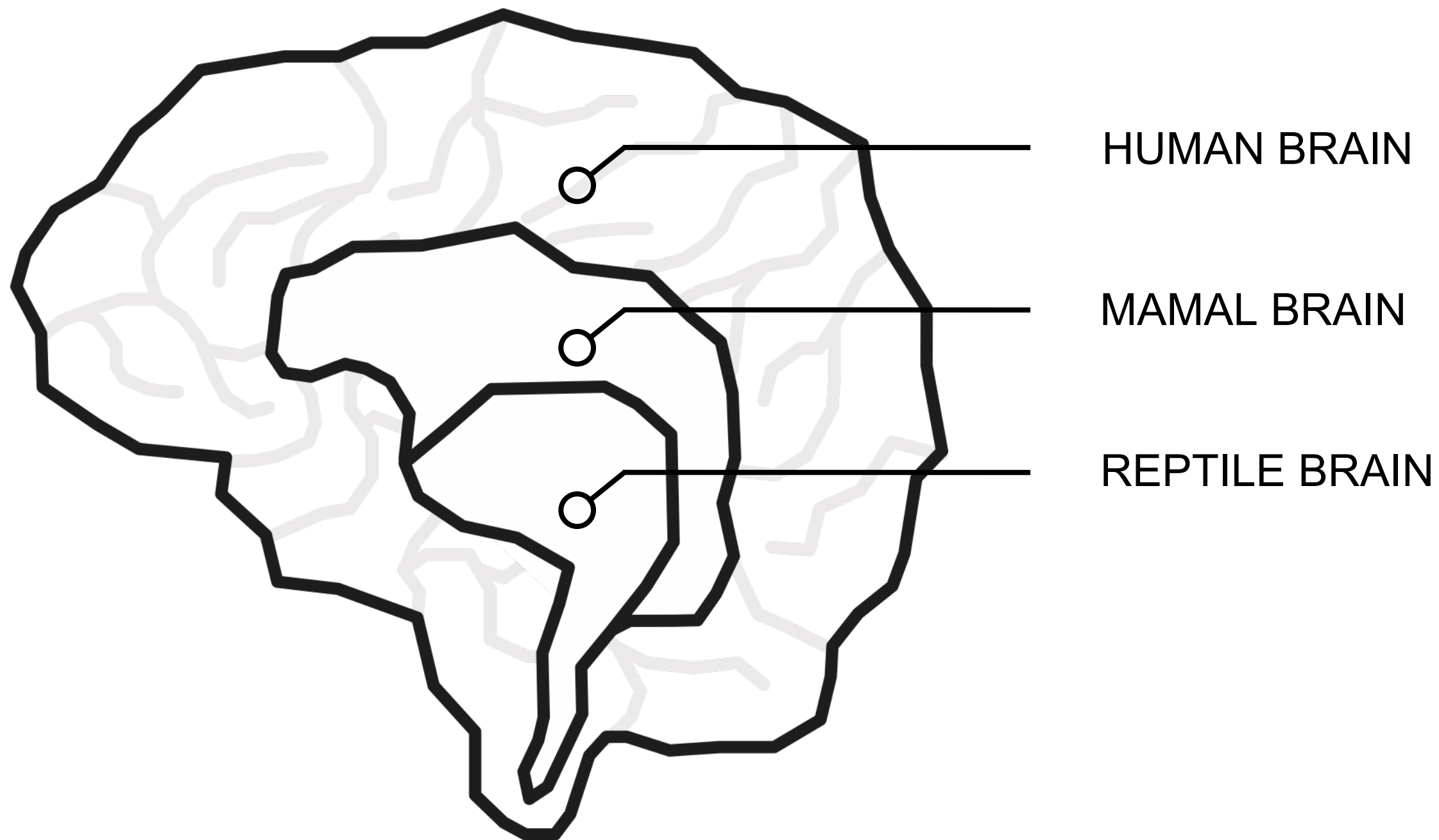
A close-up photograph of a white tiger's face, looking directly at the camera. The tiger has bright green eyes and a pinkish-orange nose. Its fur is white with black stripes. A black rectangular box is superimposed over the top center of the image, containing the word "SAFETY" in white capital letters.

SAFETY

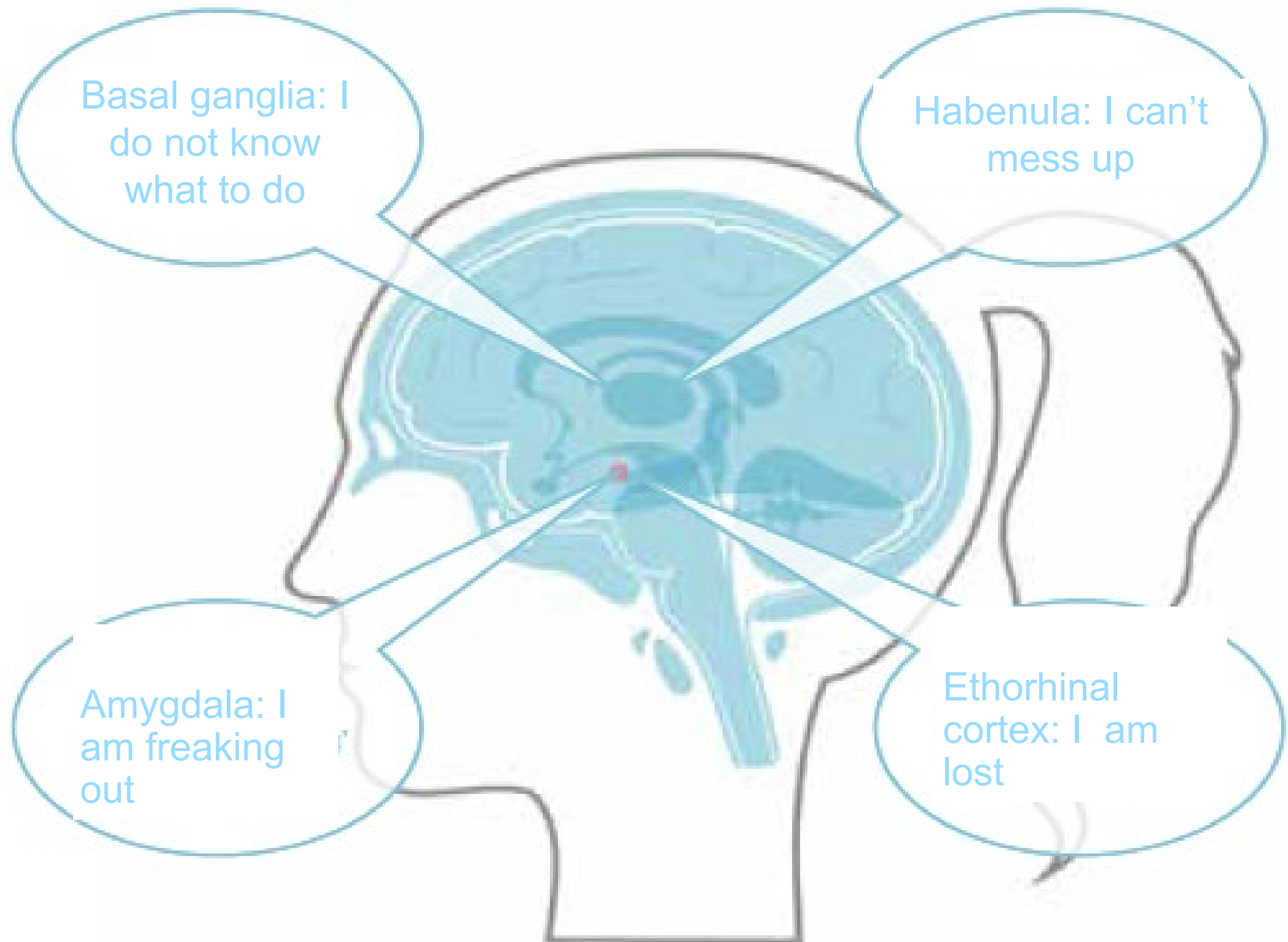


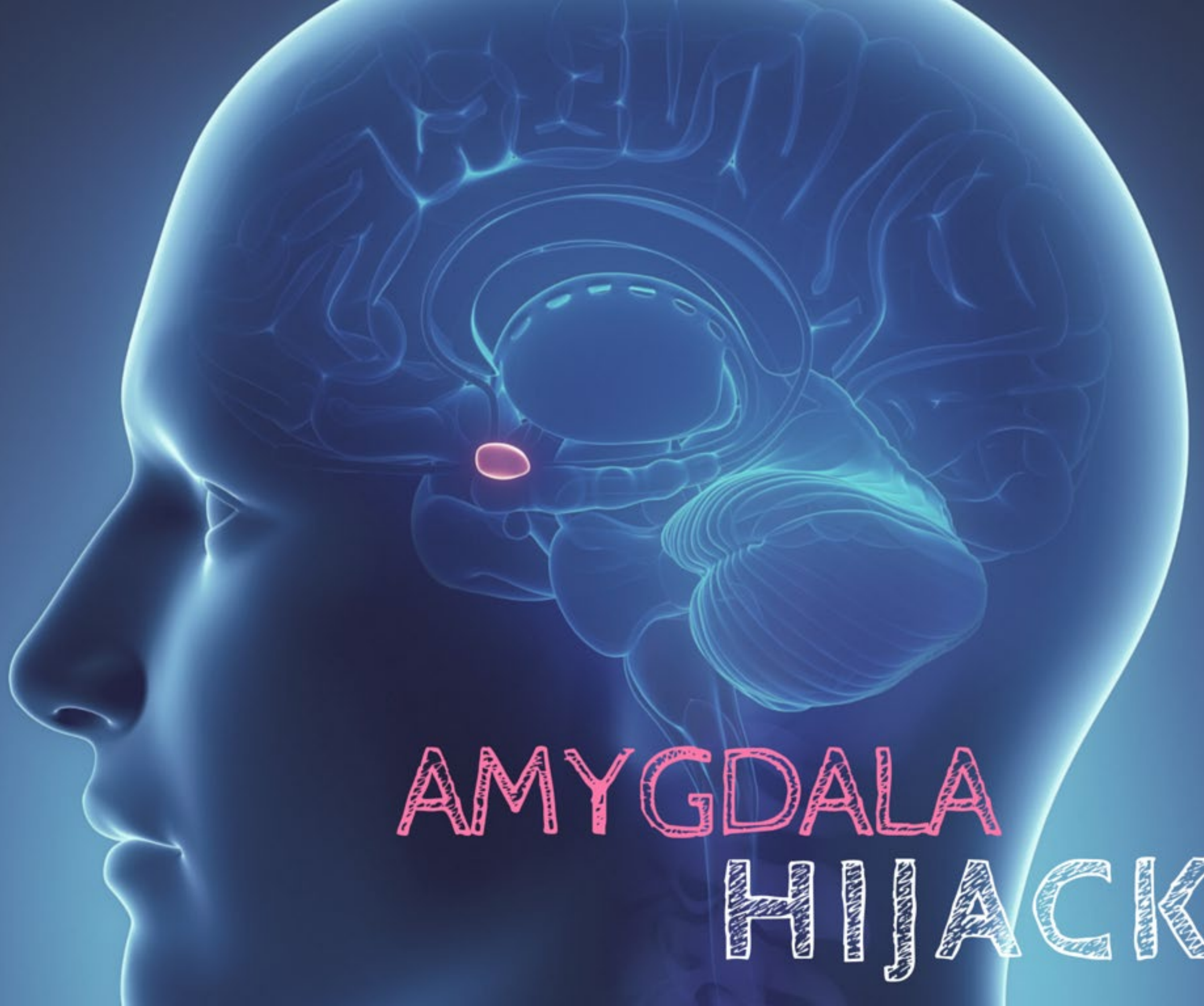
3 BRAINS





3 BRAINS



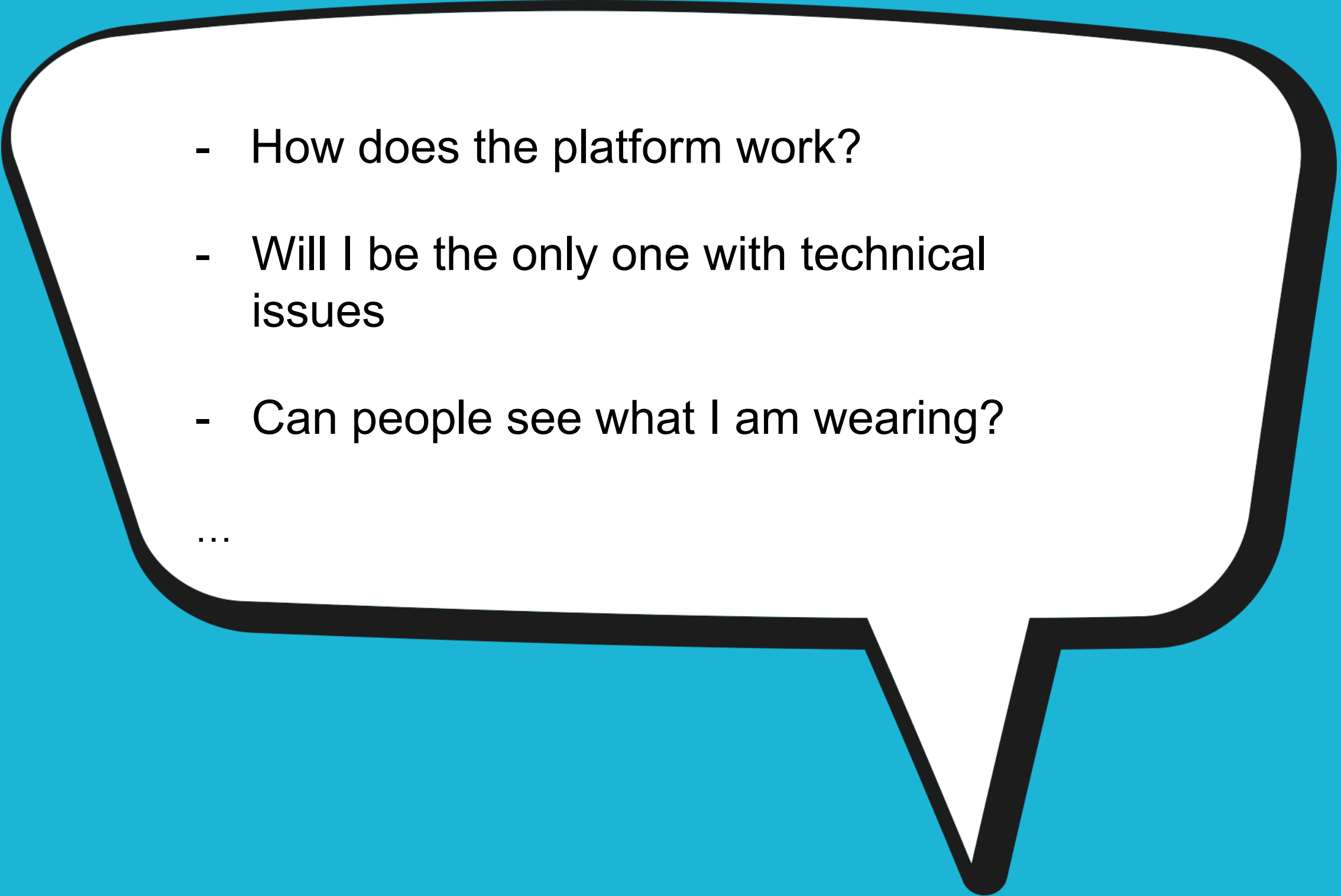


AMYGDALA

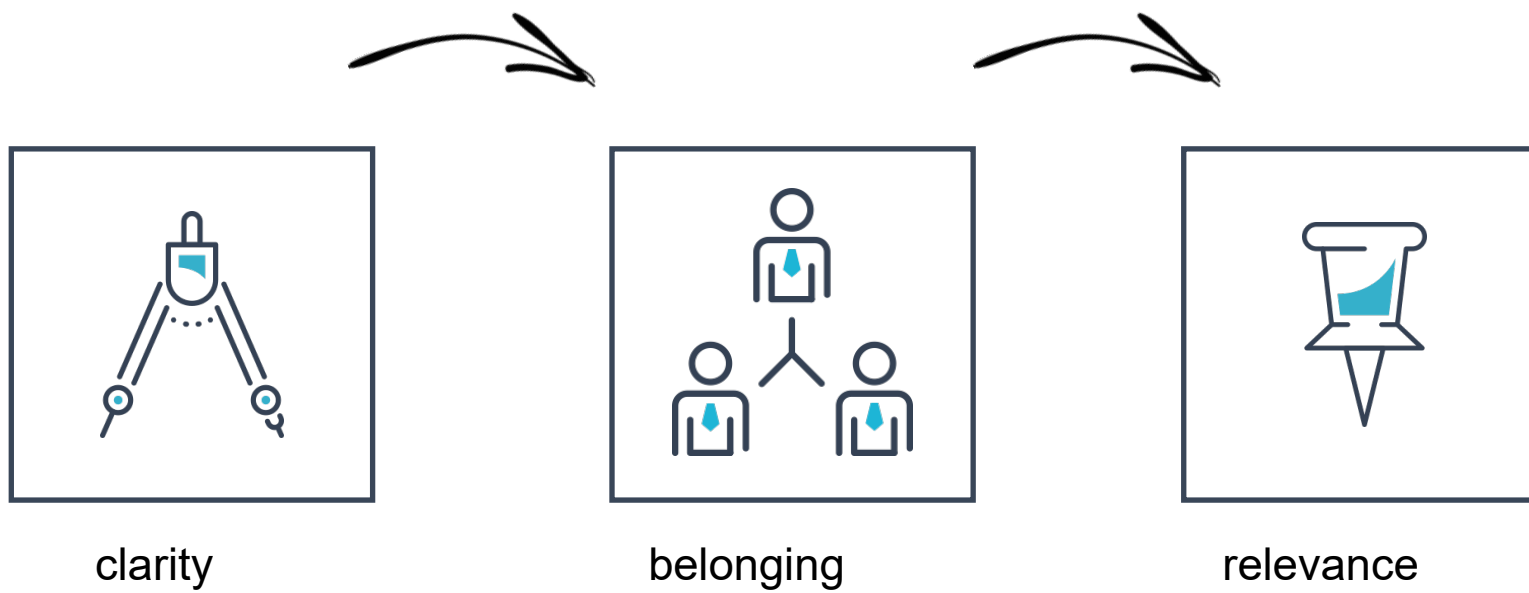
HIJACK



Photo by [Chris Montgomery](#) on [Unsplash](#)

- 
- How does the platform work?
 - Will I be the only one with technical issues
 - Can people see what I am wearing?
 - ...

IS IT SAFE HERE?





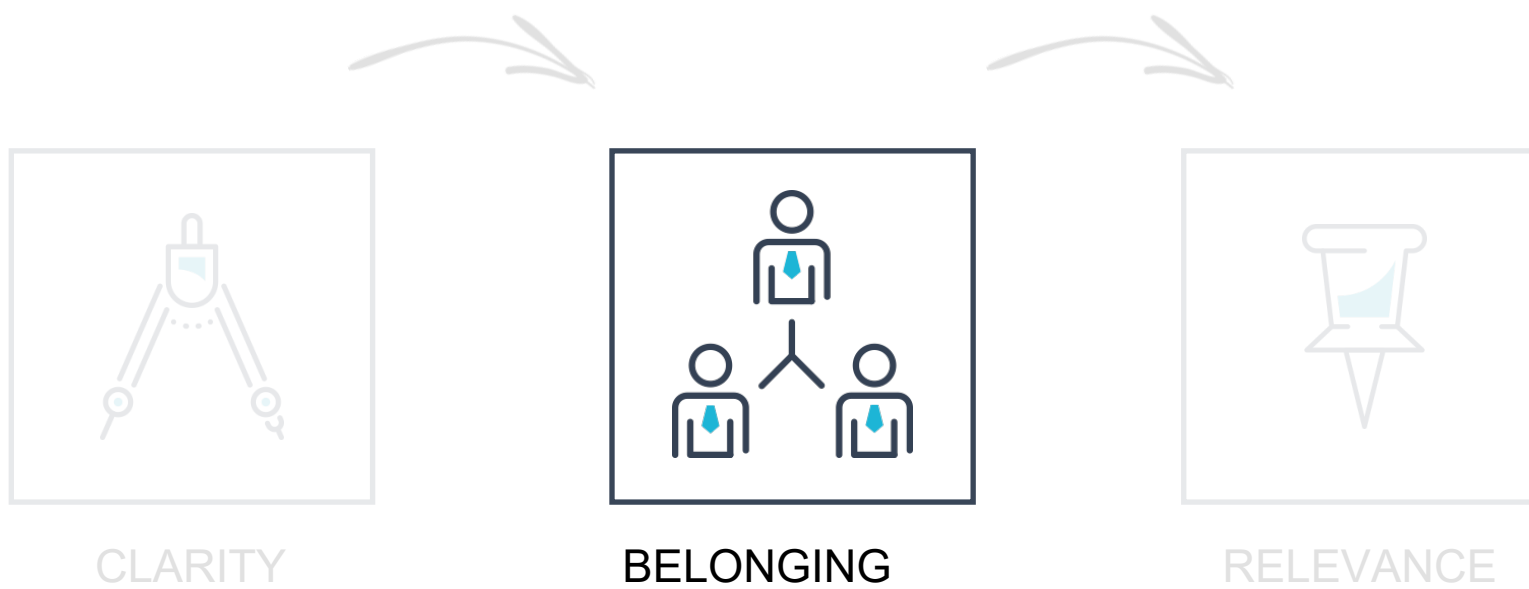
CLARITY

KEEP FOCUS

IN A DIFFICULT WORLD

- CLEAR STRUCTURE
- CLEAR GOALS
- FOCUS ON THE LONG TERM/FUTURE





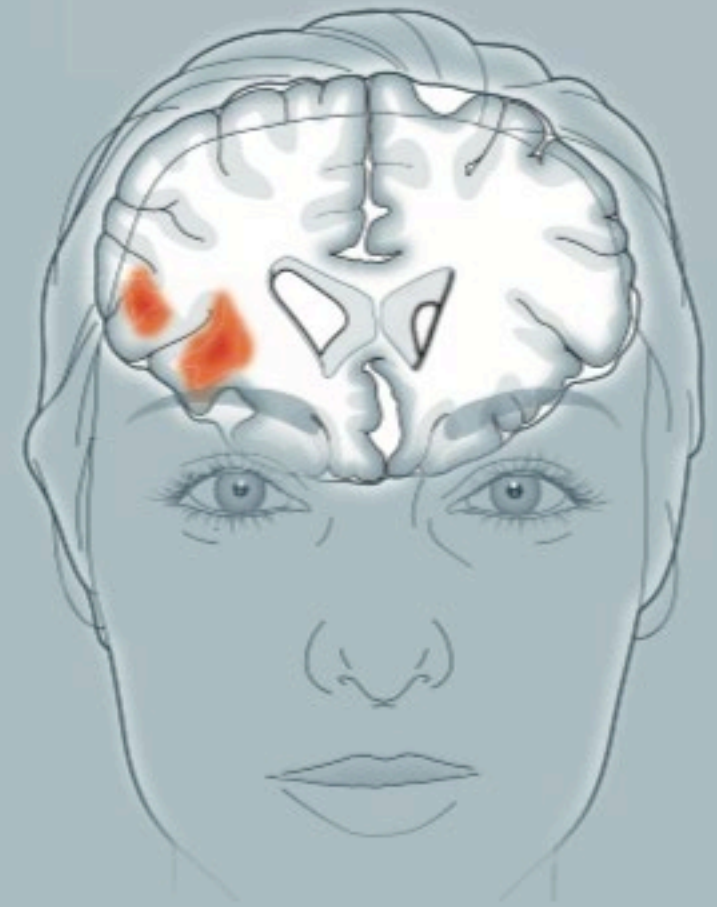
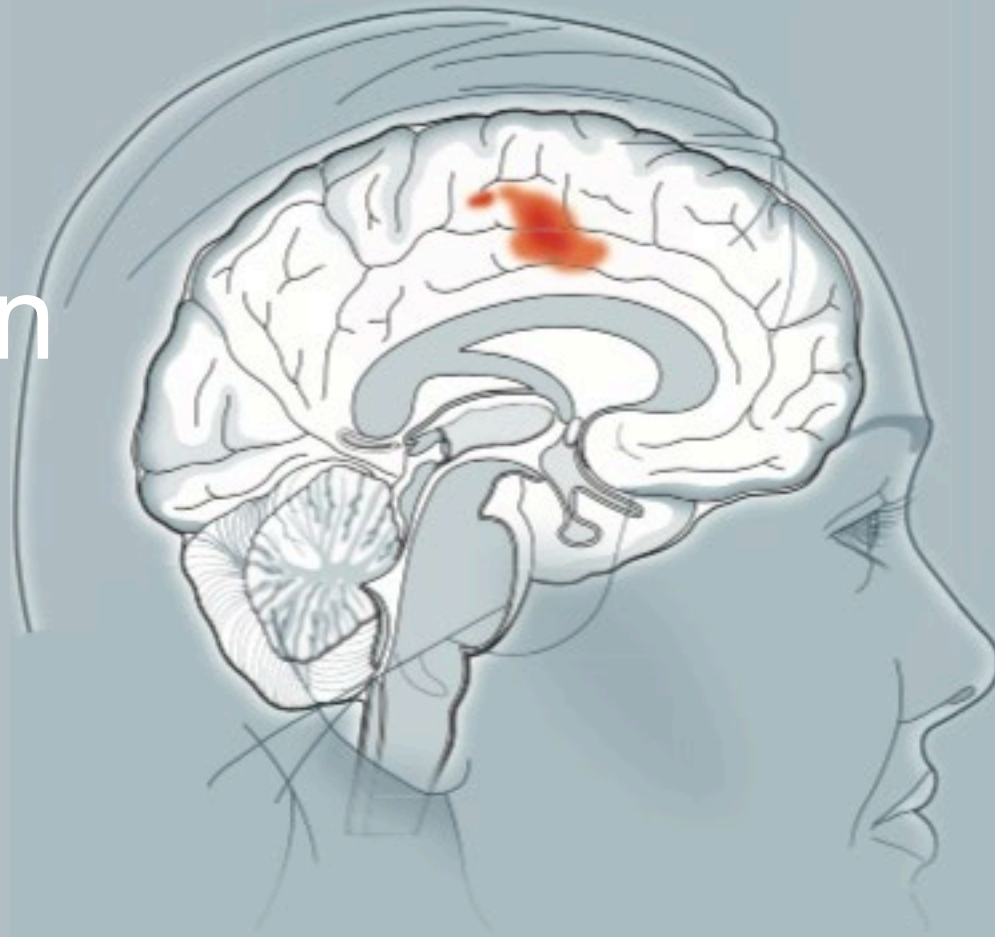


BELONGING



THE MORE WE FEEL PART OF THE GROUP THE MORE WE
LEARN

Social pain



Physical pain

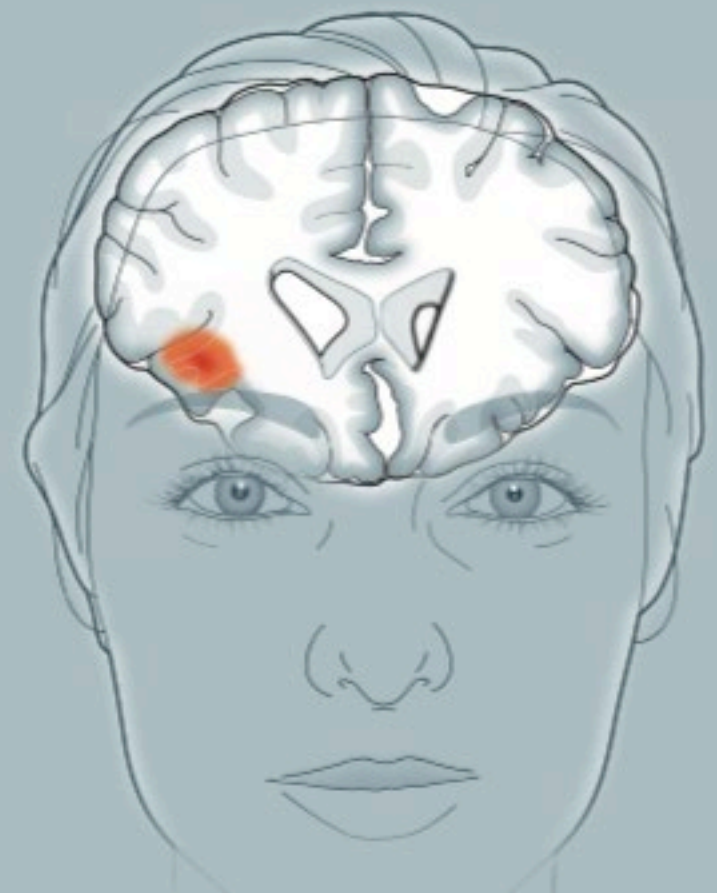
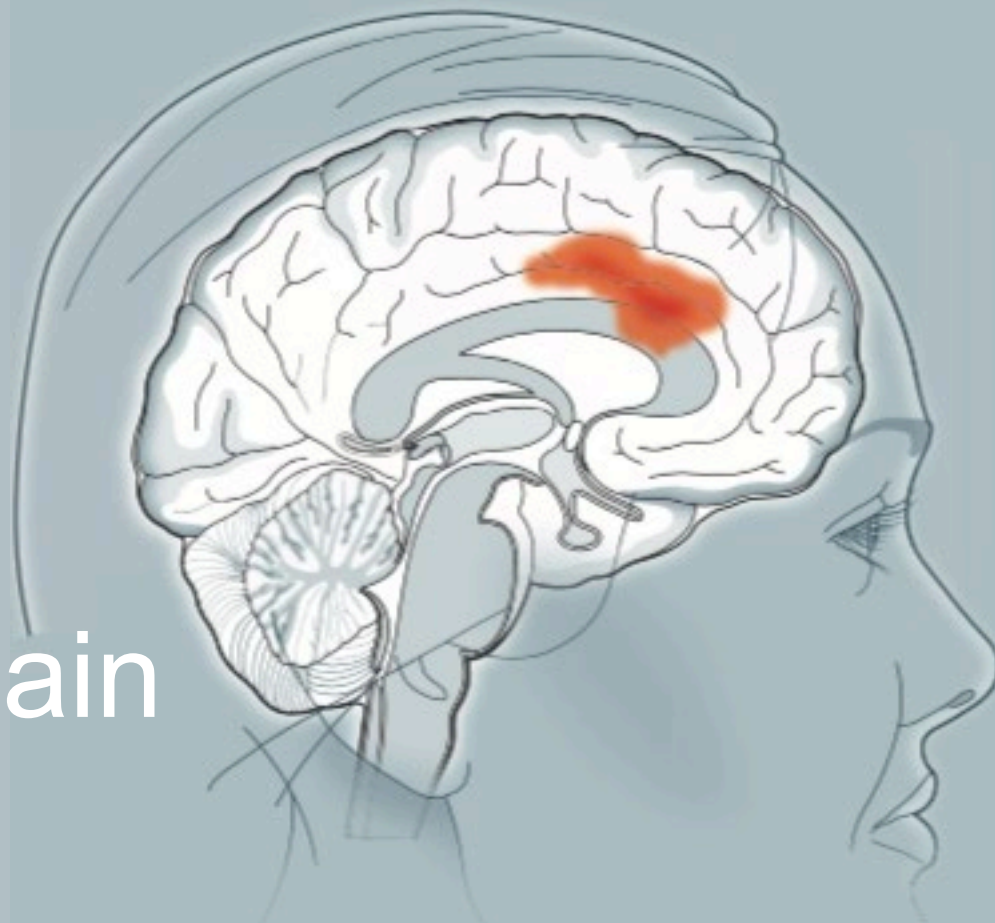




Photo by [Melissa Askew](#) on [Unsplash](#)



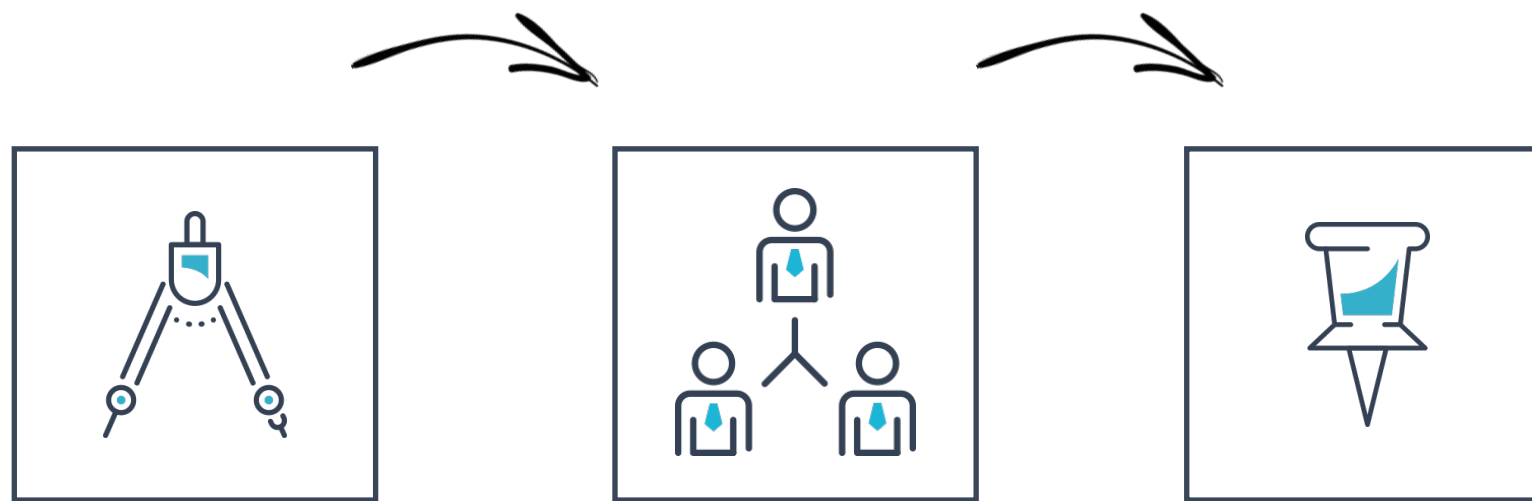
WHAT IS IN IT FOR
YOU?



KEEP FOCUS

RELEVANCE

- HOW CAN I APPLY NEW KNOWLEDGE
- WHERE CAN I FIND HELP
- HOW DO I KNOW WHEN I AM DOING IT CORRECT



CLARITY

BELONGING

RELEVANCE

STRUCTURE

TEAMWORK

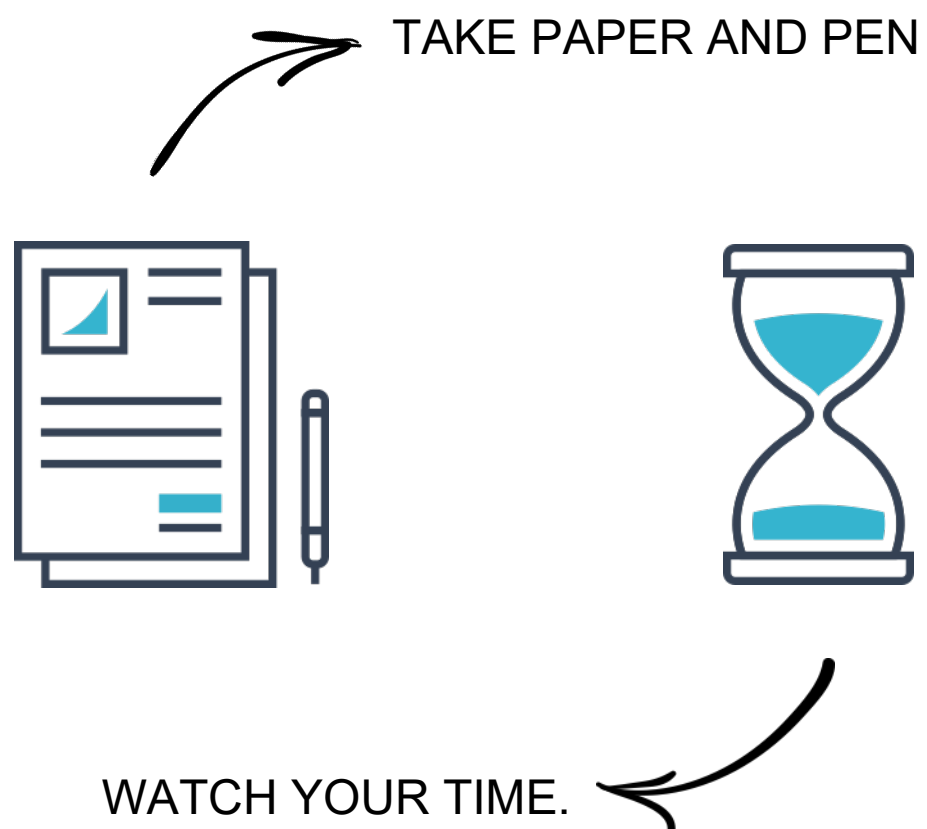
WHAT'S IN IT FOR
ME

PROCESSING





RACE FOR THE CASE





RACE FOR THE CASE

KEF

1.

LAK

2.

MIL

3.

NIR

4.

VEK

5.

LUN

6.

NEM

7.

BEB

8.

SAR

9.

FIF

10.



RACE FOR THE CASE

WHAT DO YOU REMEMBER?



1.

2.

3.

4.

5.

6.

7.

8.

9.

10.



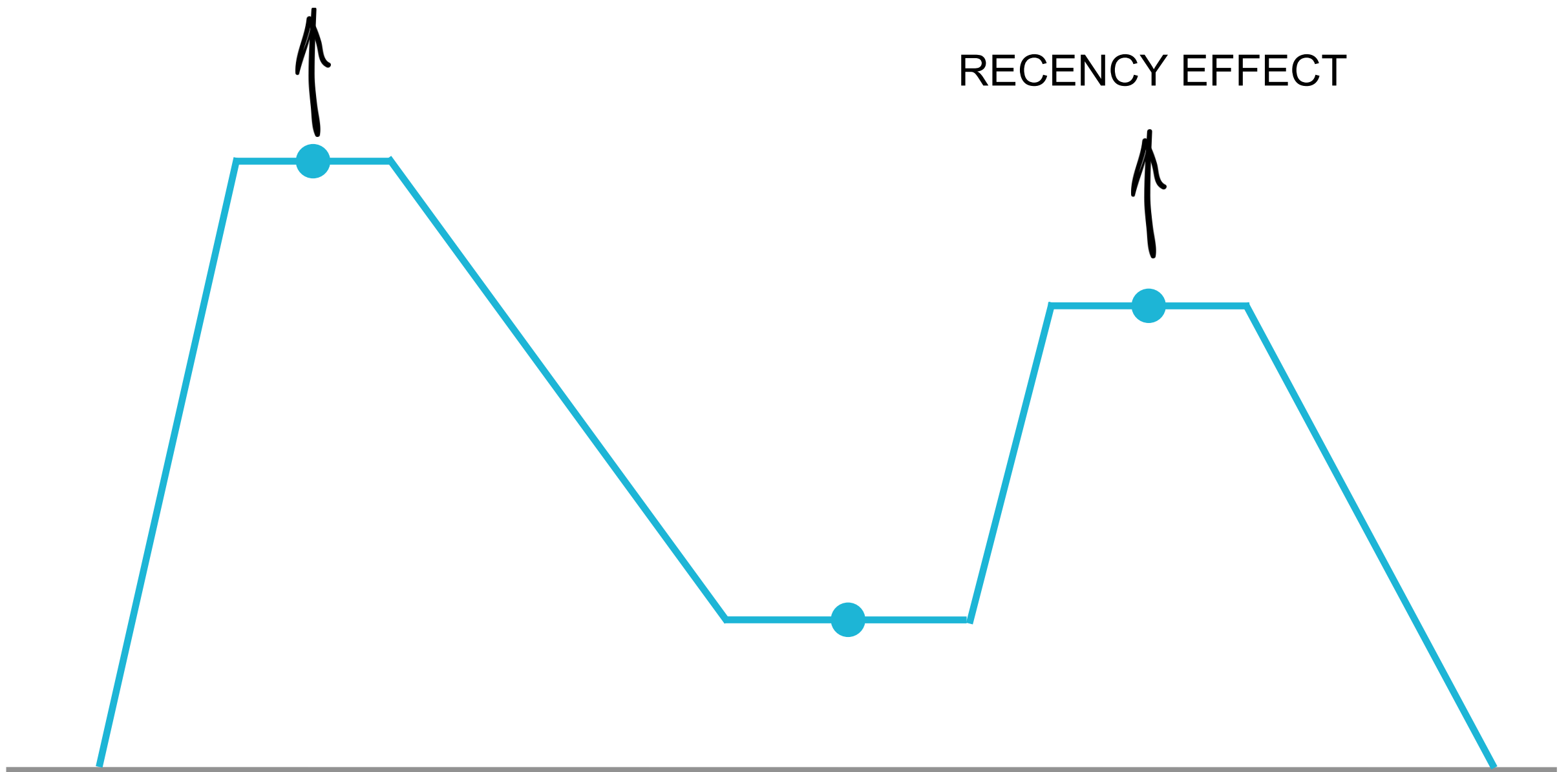
SHARE YOUR **RESULTS** IN THE CHAT?
THE FIRST TWO WORDS

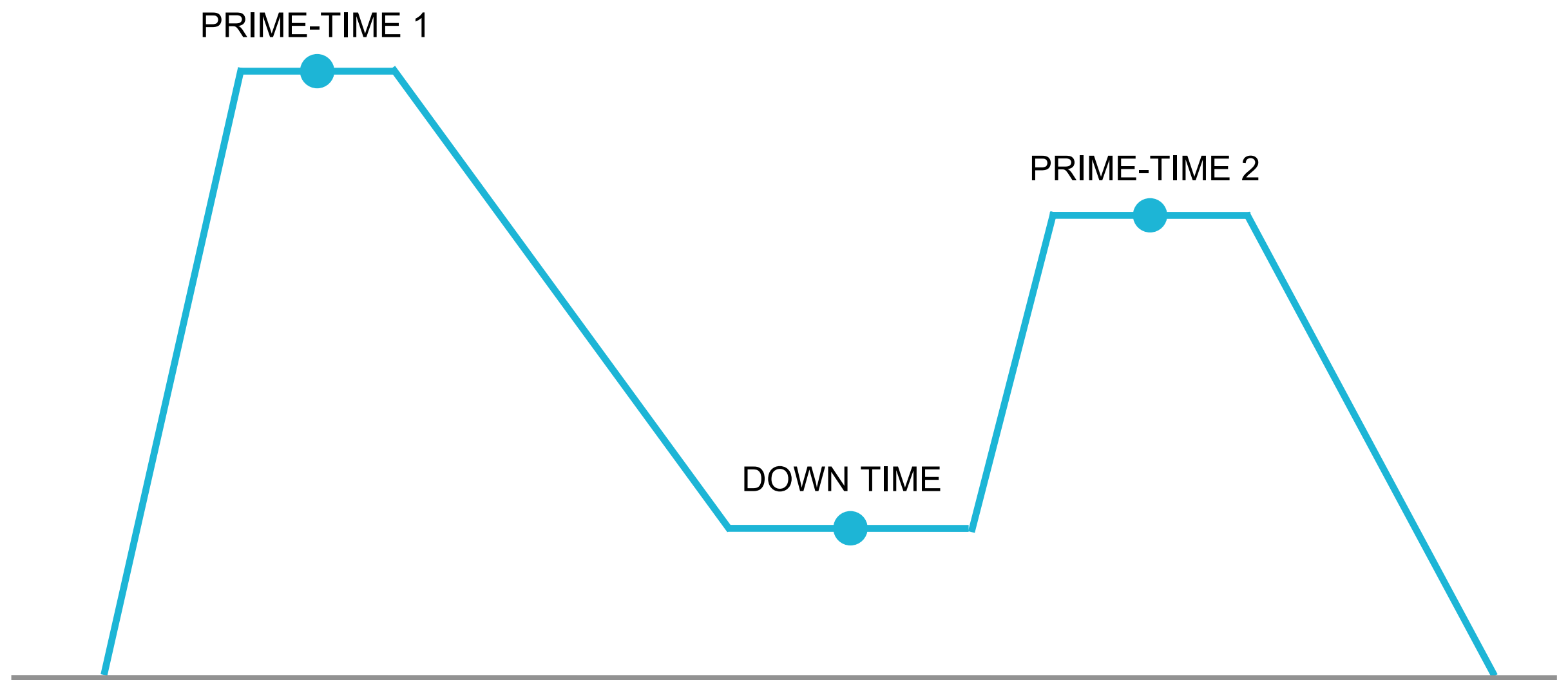


1. KEF
2. LAK
3. MIL
4. NIR
5. VEK
6. LUN
7. NEM
8. BEB
9. SAR
10. FIF

PRIMACY EFFECT

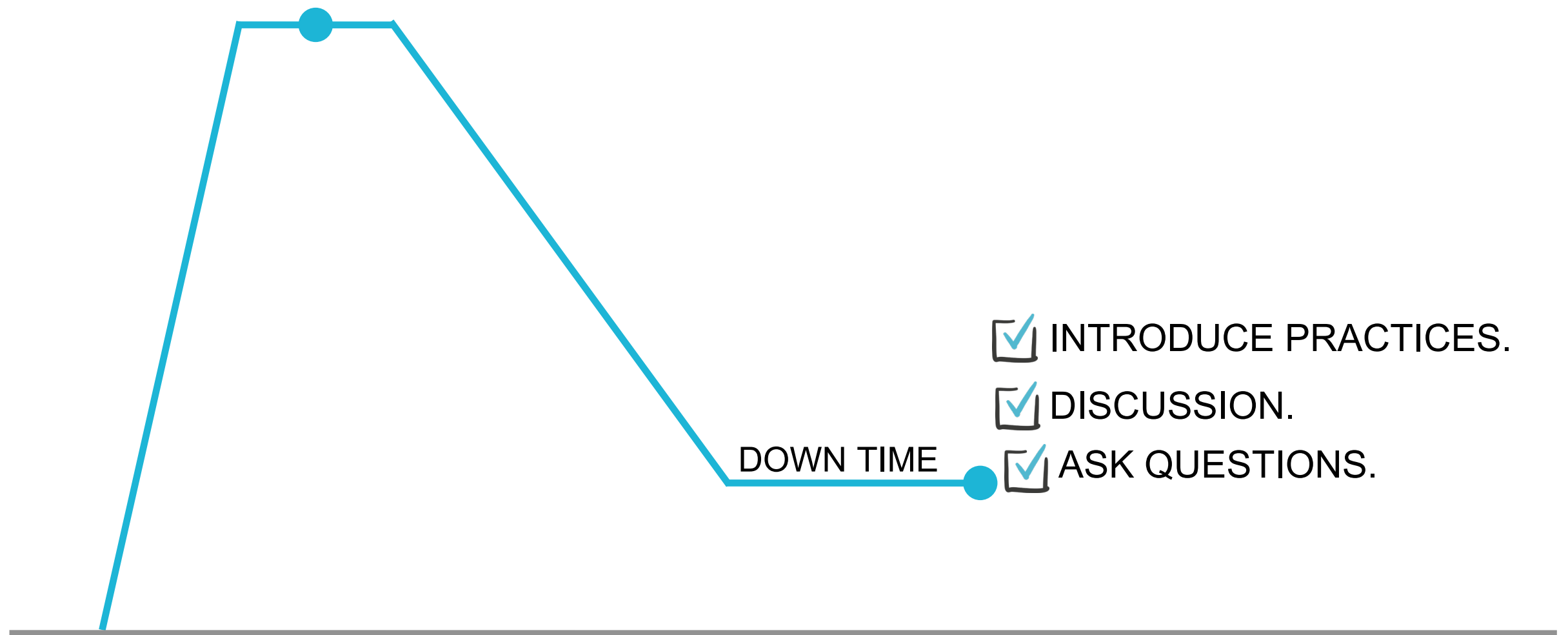
REGENCY EFFECT





PRIME-TIME 1

- ☑ START WITH NEW INFORMATION.
- ☑ PRESENT CORECTLY.
- ☑ AVOID OPEN ENDED QUESTIONS.
- ☑ KEEP IT SHORT.





O2



O2



O2



O2



FOCUS





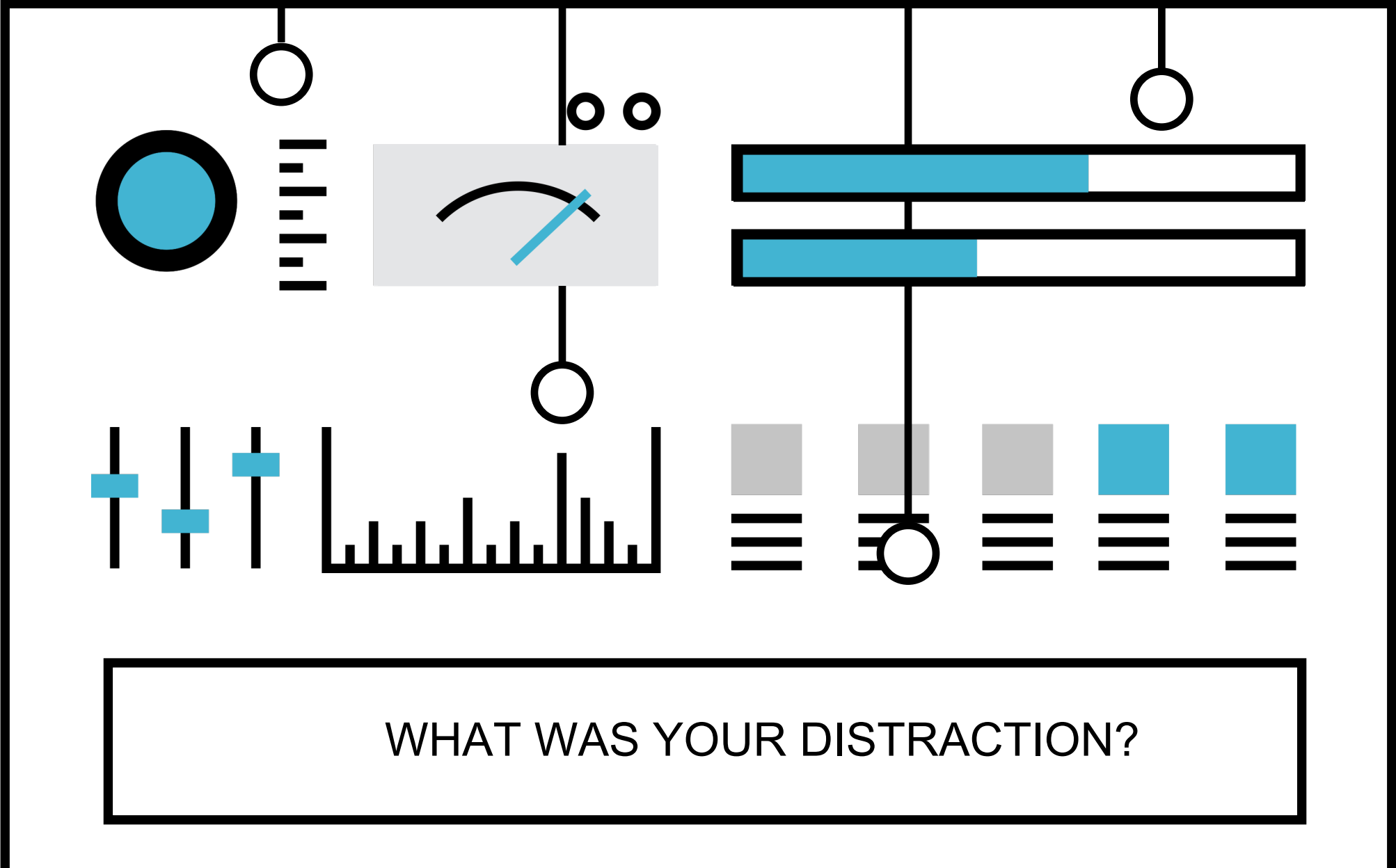
WHERE IS THE SPOTLIGHT

Mails and messages.

Thoughts Ideas and emotions.

Not enough fuel to focus

Wandering in our brains.



CHALLENGE

If things are to simple we are looking for something new.





PREFRONTAL
CORTEX

BEEN THERE.

DONE THAT.



novelty seeking system



USE HOOKS

OXYGENE



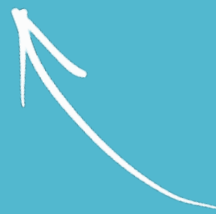
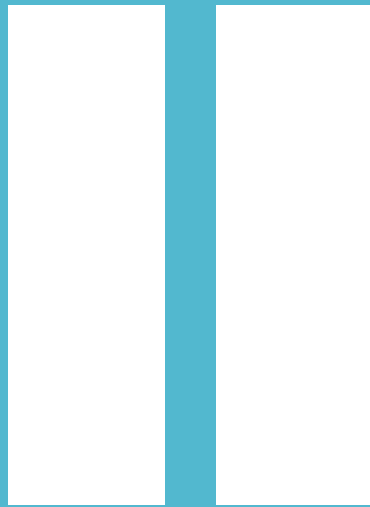
THE TIPPING POINT |
Small changes | big difference

O₂

GO TO AN OTHER ROOM
AND RETURN WITH A
RED AND GREEN OBJECT

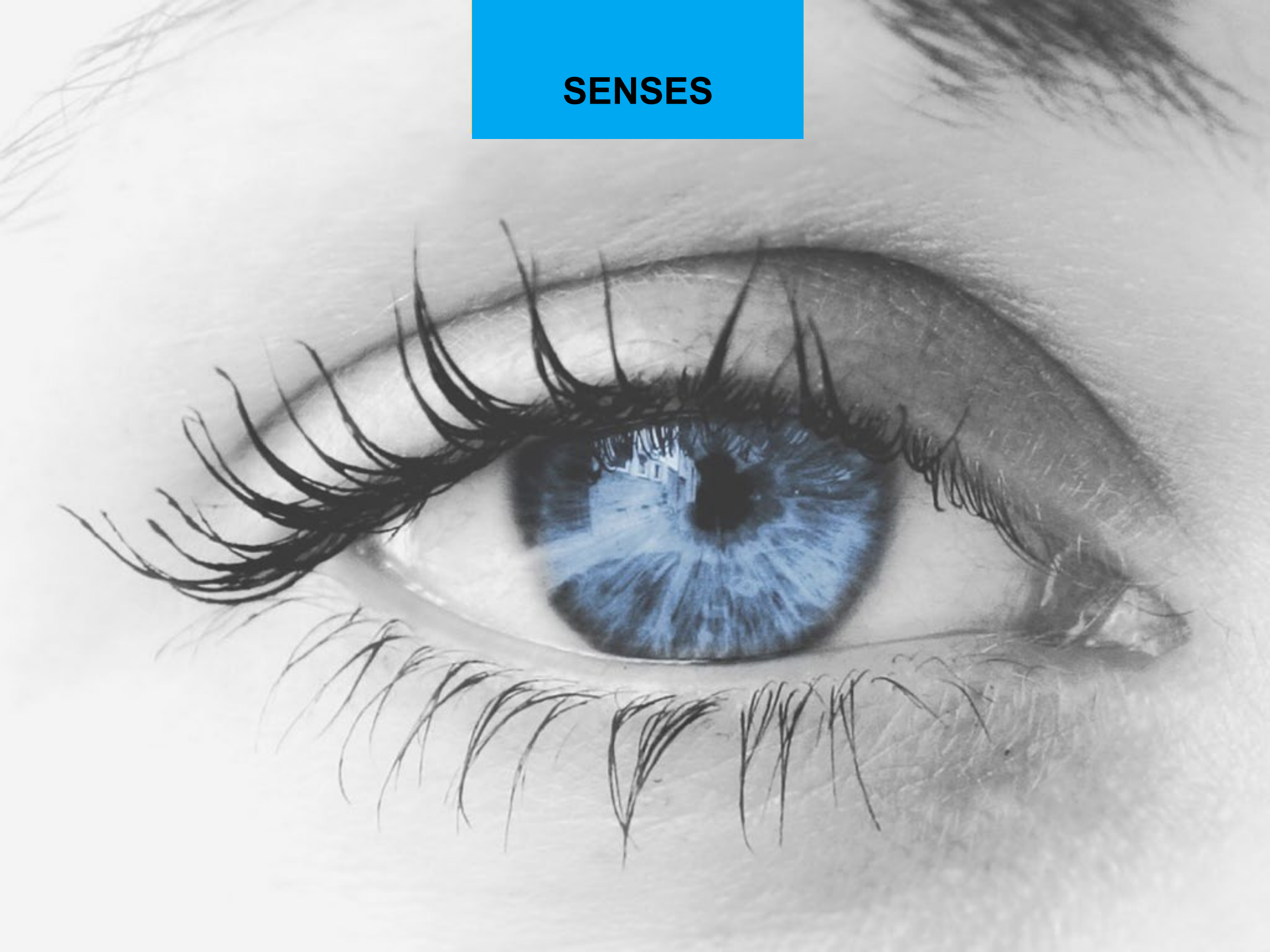
The background is a solid teal color with a complex network of thin, light-colored lines and small circular nodes. These nodes are arranged in a way that suggests a global or interconnected network, with lines crisscrossing the entire frame. The text is centered in the middle of the image.

DEFAULT MODE NETWORK



Give me a break!

SENSES



MAYER'S PRINCIPLES

ONLINE SNACKS

Multimedia design

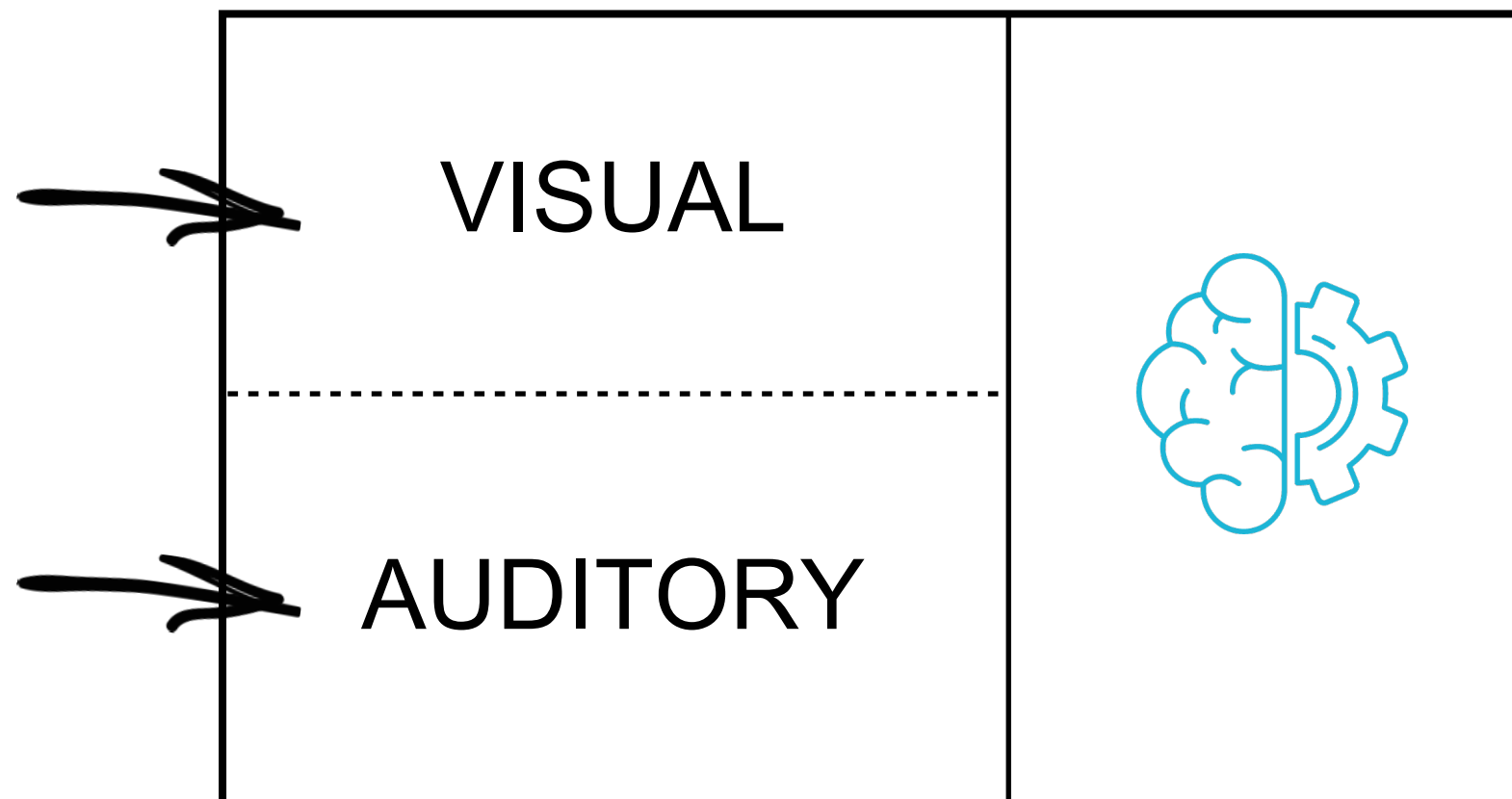
COHERENCE PRINCIPLE

PEOPLE LEARN BETTER IF YOU LEAVE OUT ALL
INFORMATION THAT IS NOT RELEVANT.

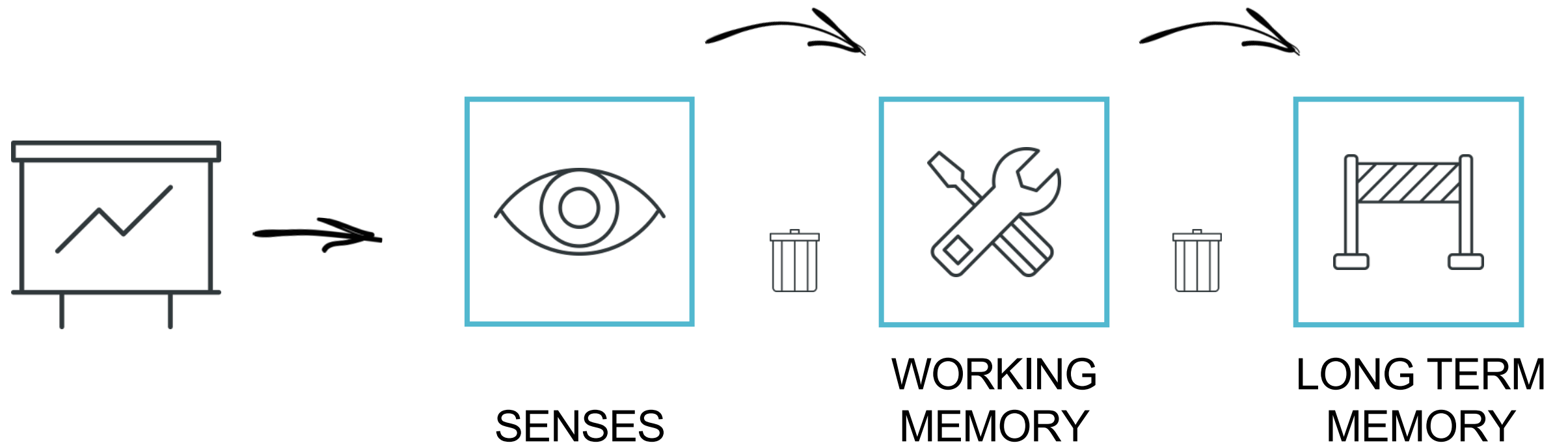
Multimedia design

MULTIMEDIA PRINCIPLE

COMBINE WORDS WITH IMAGES: TWO PARTS OF THE
BRAIN.

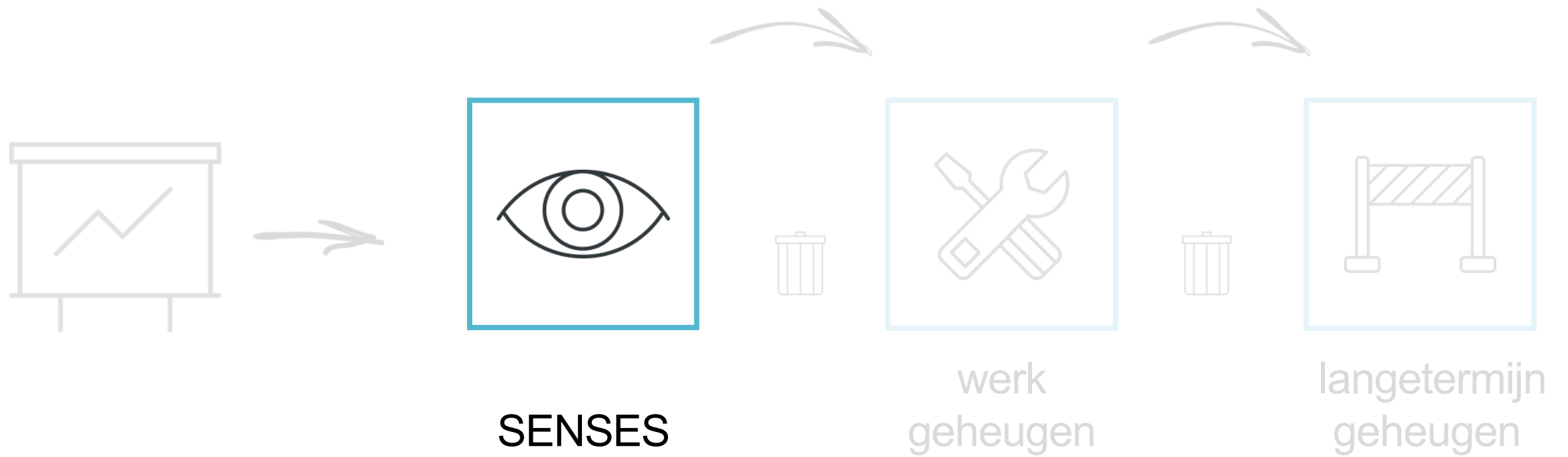


IN AN ONLINE TRAINING



#spatial proximity principle

SENSES









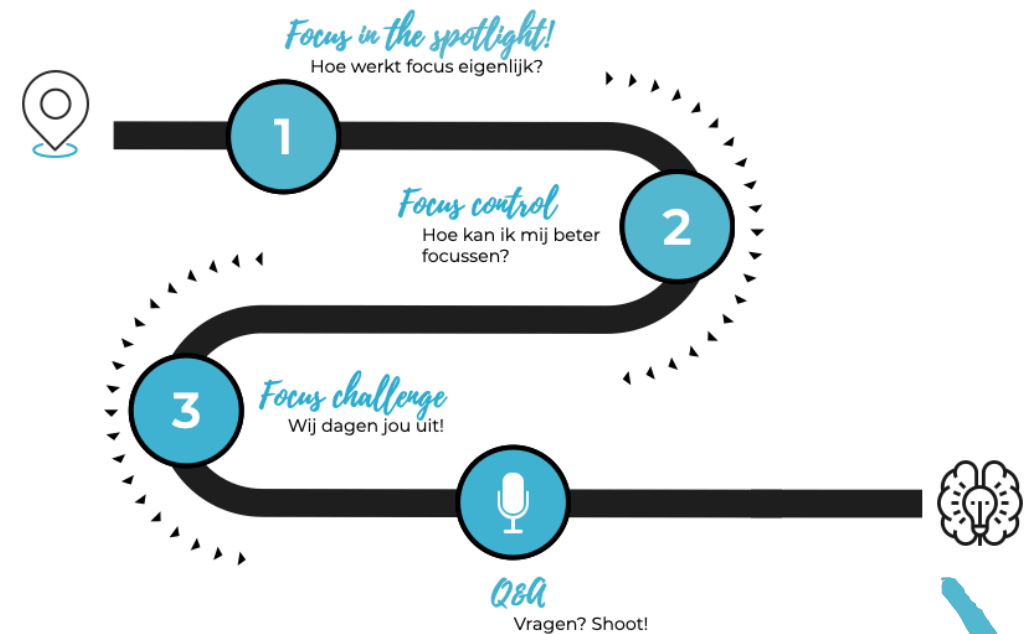


LEERDOELSTELLINGEN

1. Sed ut perspiciatis unde omnis iste natus error sit voluptatem.
2. Nemo enim ipsam voluptatem quia voluptas.
 - Quis autem vel eum iure
 - At vero eos et accusamus et iusto odio
3. Quis nostrum exercitationem ullam corporis suscipit.
4. Ut enim ad minim veniam.
5. magni dolores eos qui ratione voluptatem sequi nesciunt.
 - Quis autem vel eum iure
 - At vero eos et accusamus et iusto odio
 - quis nostrum exercitationem ullam



FOCUS ROADMAP



DON'T MISTAKE DOCUMENTS FOR SLIDES



- THIS IS A DOCUMENT
- THIS IS A DOCUMENT
- THIS IS A DOCUMENT
- THIS IS A DOCUMENT
- THIS IS A DOCUMENT
- THIS IS A DOCUMENT
- THIS IS A DOCUMENT
- THIS IS A DOCUMENT
- THIS IS A DOCUMENT
- THIS IS A DOCUMENT
- THIS IS A DOCUMENT
- THIS IS A DOCUMENT

THIS IS A
Presentation
SLIDE

BRAIN KNOWLEDGE



In talent development:
focus on growth mindset
and provide opportunities



Leadership: growth
mindset and mirror
neurons: lead by example



Learning: practice, design
with the brain in mind



Crisis and change:
provide safety; and clarity



Career development:
change jobs, tasks and
keep on learning

QUESTION? USE THE
RED OBJECT AGREE?
USE THE GREEN OBJECT

Q&A



Go to Menti.com: 3251 3603

What word is still in your
memory?





Thank You