



Traditional Training vs Find & Follow

How do traditional training techniques compare to the [Find & Follow Training Framework](#)?

This chart gives you a quick summary of some of the differences between the two training approaches.

	Traditional Training	Find & Follow
Classroom Training	Employees spend most of their time listening to a trainer present PowerPoint slides .	Employees complete 2-10 minute self-paced courses around specific topic areas and then engage immediately in practice exercises.
Hands-on Activities	It depends on the organization, but many include little to no hands-on activities during training.	Employees engage in real-world tasks right away. They gain experience with the tools and digital guides that they will use on the job.
Memorization	Employees have to memorize facts, policies, definitions, and procedures . The amount of information a new employee needs to memorize is overwhelming.	Employees learn some basic foundational knowledge. No procedures or reference information is memorized. Instead, they learn how to access and follow procedural guides .
Assessments	Employees take tests to assess what they know . These typically don't correlate with on-the-job performance.	Employees showcase what they can do . They practice real-world exercises that show their ability to handle real-world tasks.
Training Time	This can range anywhere from a few weeks to months .	Training takes 30 days maximum . Training times are guaranteed to be at least half that of traditional training systems.
Adapting to Change	Employees are not equipped to adapt to changes in a procedure. They need to be re-trained if a procedure is modified.	Employees instantly adapt to changes in procedure as they follow updated digital guides.
Team Alignment	Training, operations, and documentation teams have very little alignment . Supervisors spend most of their time filling in the learning gaps after training.	Operations, training, and documentation teams are perfectly aligned . Everyone understands what tasks employees need to perform, what questions they need to answer, and what problems they need to solve.
Employee Confidence	Employees experience extreme anxiety as they start to perform real-world tasks or take actual calls. They rely on supervisors .	Employees are confident and ready to start performing their job. They work independently with minimal support.