**Who Is Your Learner?**

**Roberta**

Roberta is a nursing student who lives with her parents and her young daughter. She has wanted to go into healthcare ever since her little brother died of childhood leukemia. She takes two buses to get to her classes on-campus and uses the free Wi-Fi at local coffee shops to complete her online assignments. She lacks confidence that she is smart enough to be a nurse, although she gets good grades. When she can, she volunteers her social media expertise to local non-profits.

**Marwin**

Marwin is the only member of his household to read and write in English but is very self-conscious about his accent and grammar mistakes he makes in writing assignments. However, he is a wiz with numbers and can fix just about anything. This comes in handy because his car is old and unreliable. Still he manages to get to work and school on time every day, whatever it takes. He loves to watch soccer/football games with a big crowd of family and friends whenever he can.

**Stan**

Stan has been trying to switch to an office position after many years on the road as a salesman for a heavy equipment machine parts company because he wants to spend more time with his new twin grandsons. He has decades of real-world work experience, but school is a lot different (in some ways) from the way it was when he was younger. He knows he can't get a managerial position without finishing his degree but is worried that he may have missed his chance.
Questions to Consider

- Can you give the learner a choice about the content or the subject matter?
- Can you give the learner a choice about how they show evidence of their learning: paper, blog, presentation, infographic, audio, etc?
- Can you help the learner identify their own plan for learning and achieving goals they decide upon?
- Can you let them decide how much to consume and how deeply they want to go into different elements?
- Can you give them opportunities to try things, and fail, without anyone watching; can you provide safe places to take risks?

- Can you provide them with a clear roadmap of where they are going that also lets them see how far they have come?
- Can you create calls to action or self-monitoring systems that help them stay on track and/or schedule their work?
- Can you let the learner build confidence at the start by tackling some low stakes assignments that give them early wins?
- Can you create meaningful choices?
- Can you put them directly into the action and let them explore how to solve the problem?

- Can you take actions to help build community in your courses?
- Can you take actions to create more instructor presence?
- Can you use characters to help learners feel an attachment and responsibility for solving problems in the lessons?
- Can you provide feedback through channels besides written comments on assignments?
- Can you help learners develop relationships with experts or others outside of the current learning group?