**1. What is the main goal of using training techniques in workplace learning?**

A. To complete tasks faster

B. To reduce the number of employees

C. To make learning more engaging, interactive, and effective

D. To increase the workload of learners

**Correct answer: C**

**2. Which training technique involves collaborative conversations around tasks?**

A. Modelling

B. Coaching

C. Four-Step Method

D. Technical Discussion

**Correct answer: D**

**3. One key benefit of technical discussion is:**

A. Reduces training time

B. Allows learners to memorize content

C. Promotes critical thinking and peer-to-peer knowledge sharing

D. Focuses mainly on theoretical knowledge

**Correct answer: C**

**4. What best describes Modelling Training?**

A. Giving learners projects to work on independently

B. Demonstrating tasks step-by-step for learners to observe and imitate

C. Having learners discuss how to solve a problem

D. Pairing learners with a mentor for career growth

Correct answer: B

**5. Which of the following is NOT a benefit of Modelling Training?**

A. Reduces uncertainty in challenging tasks

B. Makes learners memorize facts

C. Provides a clear example of task outcomes

D. Accelerates application of skills to real scenarios

**Correct answer: B**

**6. In Project-Based Learning (PBL), learners primarily gain skills by:**

A. Reading manuals

B. Listening to lectures

C. Working on real-life problems over time

D. Memorizing company procedures

**Correct answer: C**

**7. The Four-Step method is particularly useful when:**

A. The training content is purely theoretical

B. There are safety concerns or costly equipment involved

C. There is no time for practical work

D. Learners must read and reflect only

**Correct answer: B**

**8. What is the third step in the Four-Step Method?**

A. Correction and Practicing

B. Demonstration and Explanation

C. Preparation

D. Imitation and Explanation

**Correct answer: D**

**9. Which statement best distinguishes Coaching from Mentoring?**

A. Coaching is focused on long-term growth, mentoring is short-term

B. Coaching focuses on performance, mentoring on overall growth

C. Mentoring involves strict supervision, coaching does not

D. Mentoring is usually group-based, coaching is always online

**Correct answer: B**

10. Which of the following is a key skill for both coaches and mentors?

A. Technical design skills

B. Avoiding feedback

C. Empathy and effective communication

D. Memorization ability

**Correct answer: C**