

*Exploring Leadership
Development Through
Interactive
Twine Simulations*

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Final Year Project

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Abstract

This project developed an interactive digital leadership training tool using Twine, simulating real-world workplace scenarios. Inspired by observations during a work placement, it explored the potential of digital environments for leadership development. The tool combined online training materials (videos, readings, podcasts, quizzes) followed by interactive, decision-making scenarios, and provides feedback based on leadership principles.

The project aimed for adaptable scenarios, reflecting evolving workplace challenges and opportunities. The research question explored how learning styles impact the effectiveness of scenario-based digital leadership training.

The project comprised of:

1. A literature review was completed.
2. Ethical approval and permission to use the VARK learning styles assessment were secured.
3. Two leadership scenarios were developed, tailored to accommodate each of the four VARK learning styles, using literature and expert input.
4. Participants were recruited and completed the VARK questionnaire.
5. Participants engaged with the online training modules, providing feedback on how well the materials aligned with their individual learning styles.
6. Finally, the collected feedback was analysed to determine the impact of learning styles on the user experience.

Overall, the responses indicate a positive reception to the diverse training methods for their learning styles, while also highlighting areas for potential improvement in platform navigation and the integration of learning materials.

While the data shows alignment between self-identified VARK learning styles and the perceived benefit of corresponding material types (particularly for auditory, read/write, and kinesthetic learners), there are some contradictions that need to be considered when developing digital training programmes.

Declaration of Originality

I hereby declare that:

- this is all my own work, unless clearly indicated otherwise, with full and proper accreditation;
- with respect to my own work: none of it has been submitted at any educational institution contributing in any way to an educational award;
- with respect to another's work: all text, diagrams, code, or ideas, whether verbatim, paraphrased or otherwise modified or adapted, have been duly attributed to the source in a scholarly manner, whether from books, papers, lecture notes or any other student's work, whether published or unpublished, electronically or in print.

Signed: Date:

Acknowledgements

A sincere thanks also to my supervisor Dr Tracey Mehigan and Dr Shawn Day for their invaluable guidance and support throughout the project. I am grateful to the lecturers and staff in the Digital Humanities department at UCC for providing a supportive academic environment. I would also like to acknowledge the 20 participants who contributed their time and energy to this research.

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Introduction

This Final Year Project aims to develop a digital leadership development tool using the Twine application. The tool will simulate real-world workplace leadership scenarios, allowing users to make decisions and receive feedback based on established leadership best practices. A core part of the project is to test the concept that people have preferred learning styles. This interactive approach will enable users to progress through increasingly complex challenges, enhancing their leadership skills in a virtual environment.

Inspired by the limitations of traditional face-to-face leadership training, this project seeks to leverage the potential of digital learning. By incorporating interactive elements and personalised feedback, the tool aims to improve engagement and learning outcomes as the various learning styles will be catered for.

Drawing on experience with Twine and other learning platforms, this project will develop a comprehensive leadership development tool. By combining interactive storytelling, various learning methodologies with effective leadership principles, it aims to create a valuable resource for future leaders.

Literature Review/Environmental Scan

“The utilization of e-learning proved to be the most valuable training strategy in the development of leadership skills” (Alharbi et. al., 2024, pp.3). information retention is improved by up to 60%. It is especially effective when combined with other learning methods such as face-to-face learning, coaching, guidance and support. E-learning also fosters engagement and enthusiasm. Leadership training programmes are required to prepare leaders to handle challenges, work with a sense of urgency in what is often an uncertain environment, and where the stakes are often high. Alharbi et. al. (2024, pp.3) outlines that the problem with traditional training approaches have been that its more about being seen to ‘do’ formal training and that there is a growing demand for interactive training environments.

Alharbi et. al. (2024, pp. 6) also outlines the importance of learning style, which uses the four senses to understand, organise and retain experience, and is essential in determining the quality of the training for the individual. What happens with electronic training is that the learner is supported in learning on their own and preferred learning style.

“Understanding learning styles helps identify the techniques that learners prefer to use to perceive and process information and interact with the learning environment, which provides teachers with a greater awareness of the unique characteristics of learners and encourages them to develop the methods and methods used in the educational process with the aim of improving learners’ learning and achieving educational effectiveness”
(Alharbi et. al., 2024, pp.9).

“Knowledge is constructed by the learner, learning is a personal interpretation of experience, and learning is an active process presented in real-world contexts” (Alharbi et. al., 2024, pp.15).

Alharbi et. al. (2024, pp.15) found that positive attitudes towards leadership training and honing leadership skills. Leadership style can impact the formation of trends and attitudes toward achievements. Technology has the effect of improving the student-centred learning process. e-learning is used to support learners rather than direct them.

“E-learning provides a cost-effective and independent learning environment to the students without their physical presence” (Hassan et. al. 2021, pp. 545). However challenges are experienced with significant student dropout rates with between 7% and 10% completing their courses due to:

- Lack of communication and collaboration
- Lack of interaction
- Lack of motivation

To help address these problems, gamification of training was found to increase the sense of participation, motivation and achievement.

“a considerable number of educators have incorporated learning styles into their instructional techniques. The 72% of higher educational institutes located in the USA taught “learning type theories” to their educators for development of online instructions” (Hassan et. al., 2021, pp. 548). Learning styles are essential and easy to incorporate in e-learning, but is not as easy to adapt in traditional classroom settings.

Hassan et. al. (2021, pp. 547) outlines a learning style model called VARK, or Visual, Aural, Reading and Kinesthetic. The VARK model is used for to measure the skills learners use for information gathering and understanding, as well as their intelligence skills. Pérez-Marín et. al. (2022, pp. 79) outlines that the VARK model is based on the principle of empowering students through finding their sensory preferences and adjusting their study methods to match. Table 1 gives an outline of the suggested activities that accommodate VARK preferences.

Visual	Aural	Read/Write	Kinaesthetic
Diagrams	Debates, arguments	Books, texts	Real-life examples
Graphs	Discussions	Handouts	Examples
Colours	Conversations	Reading	Guest lecturers
Charts	Audio tapes	Written feedback	Demonstrations
Written texts	Video+audio	Note taking	Physical activity
Different fonts	Seminars	Essays	Constructing
Spatial arrangement	Music	Multiple choice	Role-play
Designs	Drama	Bibliographies	Working models

Table 1 - Suggested activities for VARK preferences (Pérez-Marín et. al. 2022)

Pérez-Marín et. al. (2022, pp. 79) also outline that there are no ‘boundaries’ between the styles and some students can have more than one style combined. The VARK assessment (<https://vark-learn.com/the-vark-questionnaire/>) is comprised of 16 questions, each with four possible answers. A scoring algorithm is applied to the replies and the sensory preferences are identified.

Hassan et. al. (2021, pp. 561) concluded that by using personalised gamification, while incorporating and adapting the users learning style, results in increased motivation, interaction and a reduction in dropout rates.

When online classes were used during the pandemic, passive learners hesitated to participate. To address this scenario based learning (SBL) is proposed by Mariappan (2023) with results that found that learners responded favourably and is a vital to improving communications in the classroom. The learning process will only be successful if the learner is not passive, and is fully involved in the process.

“SBL can make learning more engaging. Teachers like it because it helps them reach their goals better. Moreover, it is an up-to-date inventive teaching method that provides a vast number of benefits and can dig active mood in passive learning” (Mariappan, 2023, pp. 72).

Mariappan (2023, pp. 74) outlines that classroom activities help eliminate low self-esteem in passive learners, who often have low self-confidence and are resistant to learning, by enabling engagement. This helps the teacher to conduct their teaching better. SBL also helps improve concentration and results in an better learning experience when working through real life examples.

In the study 75% of the students stated that they preferred SBL (Mariappan, 2023, pp. 81) and has the potential to dispel any unfavourable opinions about their shyness or ability to speak. Students are encouraged top think criticality and creatively when presented with situations and express themselves in a natural and authentic way.

“For thousands of years, education and training that manifested within a triangle of school-teacher-student has now used new, multifaceted, multi-channel alternatives with the use of technologies in the education system” (Durnali, 2022). This provides for alternative learning processes that enables activities to be flexible and learner focused. For success in a new e-learning environment, the student skills to differentiate and develop their own most appropriate learning style is important. To enable a better learning outcome, the ability of the teacher to identify the students learning styles will enable the teacher design appropriate material and enable the student to acquire higher order thinking skills. The learning process allows students become leaders in their own learning environment. Electronic learning style is associated with the key skill of critical thinking, and higher-order thinking skills of students are supported by distance education. It was found that pre-service teachers who can think critically in an electronic learning environment have a greater likelihood of achieving education goals. It is important to find the teachers right learning style by practicing self leadership to remove barriers to critical thinking.

Huang et. al. (2020, pp. 597) outlines that computer simulation through virtual reality has become a powerful educational tool its features if interactivity and its use of 3D graphics that gives the learner a sense of presence through a virtual experience. A high sense of presence in a VR based learning environment motivates the learner.

For learner satisfaction, a key factor is the involvement, immersion and sensory fidelity are more important than the VR interface quality, and satisfaction with the learning is closely related to the effort required to complete the particular task. When there is a level of understanding required it is possible that too much of the learners attention may be required, and increase the load on the learners memory and reduce learning performance (Huang et. al., 2020, pp. 607). Preference for visual learning style is over 7 times that of the verbal learning style, thought to be because learners growing up ‘digital native, surrounded by technology and have a preference to visuals and graphics rather than reading text. It was confirmed that, for the digital native students, the use of visual processing has become the common way of learning.

The VARK model that Hassan et. al. (2021) identifies will be used in the project to identify the learners preferred learning style. The 16 questions that VARK use, along with the four standard answers that the participant can select from is an established process that will be leveraged for this project.

The Quality Online Course Initiative (QOCI) Rubric was outlined by the University of Illinois. This framework will be considered when setting up the learner experience.

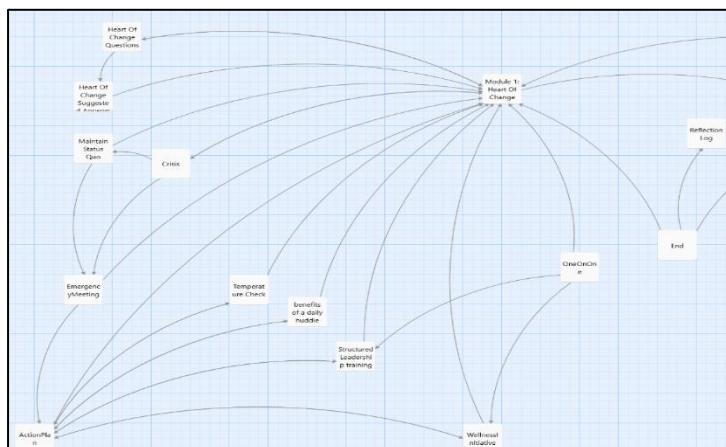
Tools

VARK questionnaire – provided by VARK on their website and used with their permission. The sixteen questions that are used to establish the participant learning style/ preference are outlined in Appendix A – The VARK Questionnaire. Permission was received from VARK to use their system for this research project. When each participant completed their online questionnaire a summary of the results was sent by each person to the researcher. These results are outlined in the table in Appendix C – Participant Number Allocation and VARK Questionnaire Learning Preference Results.

Kotter's "Change is in the heart [The Heart of Change]"(Kotter et. al., 2003) and Dweck's "Mindset: the new psychology of success" (Dweck, 2016) were utilised as a basis for compiling the training materials.

Survey Monkey online tools were designed to solicit feedback on the user experience. These templates and completed participant reflections are outlined in Appendix D (Participant Reflection – Heart of Change), Appendix E (Participant Reflection – Growth Mindset) and Appendix F (Participant Evaluation – Overall). Note that reflective logs in Appendix D and E were optional for the Heart of Change and Growth Mindset modules, the objective of these was to provide a personal reflective opportunity for all participants especially the Read/Write styles. The Participant Evaluation – Overall (Appendix F) survey tool was a compulsory evaluation tool to capture user feedback to support the research question. All the comments provided by the participants for the participant evaluation – overall are listed in Appendix G – Participant Evaluation – Overall - Comments

Twine was used to build the scenarios and allow the users to experience the multiple training formats. Also to build the scenario that the users can navigate through. Materials created from



Kotter and Dweck's materials. The functionality of the Twine application, the application of CSS stylesheets within the application and the use of the Harlowe and Java programming application within Twine were used and configured to build the user interface. The build process was an iterative one driven by learning how to make the linkages, and figuring out how to make linkages to the respective

learning text, audio, video and survey materials. As development work progressed, refining the user interface to have custom colours recommended (Infocus, 2025) suitable by visually impaired users, and improving the screens using images and logos. The final artefact generated by Twine is a HTML file and is embedded here:



Digital Leadership
Development Tool (2)

A copy of the Twine code, which is in the format of a twee file and is editable using notepad is embedded here



Methods

The project comprised of the following phases:

1. A literature review was completed.
2. Ethical approval and permission to use the VARK learning styles assessment were secured.
3. Two leadership scenarios were developed, tailored to accommodate each of the four VARK learning styles, using literature and expert input.
4. Participants were recruited and completed the VARK questionnaire.
5. Participants engaged with the online training modules, providing feedback on how well the materials aligned with their individual learning styles.
6. Finally, the collected feedback was analysed to determine the impact of learning styles on the user experience.

A Project plan was created and is shown in Fig 1.

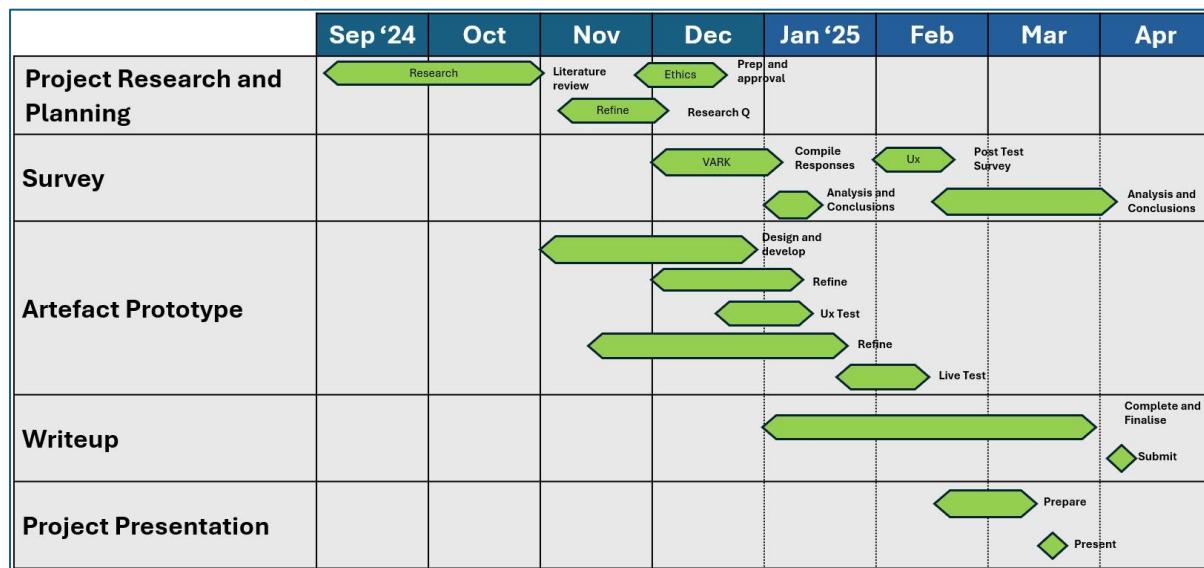


Fig 1 – Project plan

Analysis and Reflection

Overview of the Participants' Learning Styles:

Fifty people were invited to participate in this research study. Twenty of these agreed to participate, the majority of which had less than ten years' experience in the workplace. The gender of the participants was split evenly between male and female. The participants were assigned participant numbers so as to ensure anonymity and good ethical research practice. Table 2 represents an overview of their individual learning styles/ preferences and an insight into their experience utilising the tool.

A key finding from this table is charted in Fig 2, and shows that 13 of the 20 participants identified as multimodal learners. This finding is aligned with what VARK also found “*Around two thirds of any population seem to fit that group (Multimodal)*” (VARK, 2025)

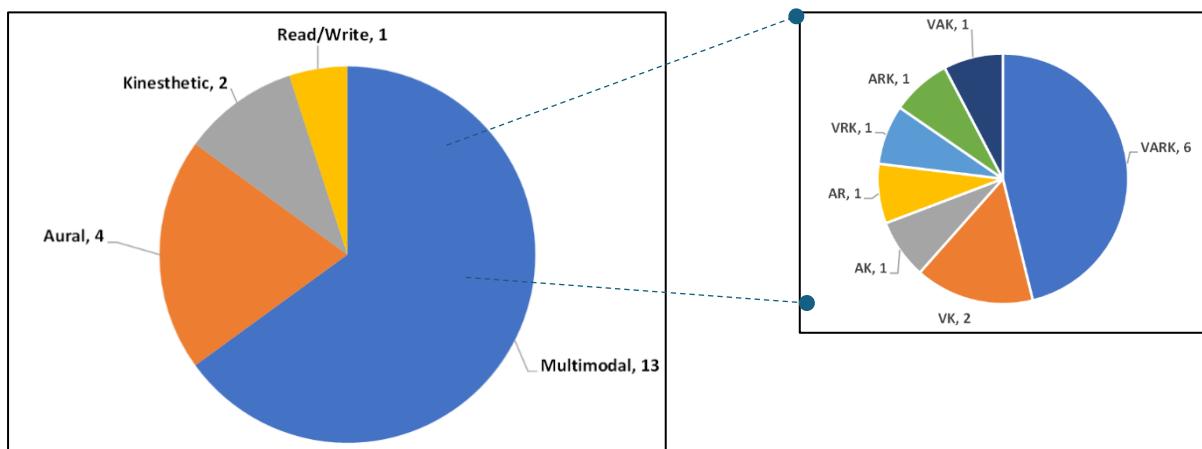


Fig 2 - Participant VARK Larning Style/ Preference

A further breakdown of the multimodal participants is also shown with 6 of the 13 multimodal participants having all four of the learning style/preferences (VARK). For the remaining seven multimodal participants, 2 participants were VK with 1 participant each having learning style/ preferences of AK, AR, VRK, ARK and VAK.

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Participant No.	VARKAssessment					Participant Survey Feedback - Overall												
	Visual	Aural	Read/Write	Kinesthetic	Learning Style/Preference	Q2. Sufficient Opportunities	Q3. Engagement	Q4. V_VARK Visual	Q5. A_VARK Aural	Q6. R/W_VARK Read/Write	Q7. K_VARK Kinesthetic	Q8. K_VARK Kinesthetic	Q9. MM_VARK Multi Modal	Q10_Twine Preference	Q11_User Experience Rating	Q12_Platform Feature	Q13_Colour Palette	
1	8	7	7	5	Multimodal	Yes	Yes	Yes	-	-	-	-	Yes	GM	Good	VoT	B/W/Y	
2	0	10	4	5	Strong Aural	Yes	Yes	-	Yes	-	-	-	-	GM	Good	Col	NP	
3	12	7	12	14	Multimodal(VRK)	Yes	No	No	No	Yes	Yes	No	Yes	NP	N. Good	VoT	B/W/Y	
4	5	11	13	1	Multimodal(AR)	Yes	Yes	-	-	-	-	-	Yes	NP	Good	VoT	B/W/Y	
5	6	14	13	9	Multimodal (VARK)	Yes	Yes	No	Yes	Yes	Yes	No	Yes	HC	Good	SCP	B/W/Y	
6	8	8	7	12	Multimodal (VARK)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	-	NP	Good	SCP	NP	
7	13	3	2	14	Multimodal(VK)	Yes	No	No	-	-	Yes	Yes	-	NP	Good	Col	B/W/Y	
8	1	9	11	8	Multimodal (ARK)	Yes	Yes	-	Yes	No	Yes	Yes	Yes	GM	Good	VoT	B/W/Y	
9	2	10	0	4	Very Strong Aural	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	GM	Good	SCP	Y/B/BL	
10	11	3	4	13	Multimodal (VK)	No	Yes	-	-	-	-	-	Yes	GM	Good	VoT	Y/B/BL	
11	6	12	7	12	Multimodal(AK)	Yes	Yes	-	-	-	-	-	Yes	GM	Good	VoT	NP	
12	11	7	12	12	Multimodal (VARK)	Yes	Yes	-	-	-	-	-	Yes	HC	Good	VoT	G/B/Y	
13	8	8	2	11	Multimodal(VAK)	Yes	Yes	Yes	Yes	-	Yes	Yes	Yes	GM	Good	VoT	B/W/Y	
14	3	3	5	7	Mild Kinesthetic	Yes	Yes	-	-	-	Yes	Yes	-	NP	Good	Col	G/B/Y	
15	0	1	11	4	Very Strong R	Yes	Yes	-	-	Yes	-	-	-	HC	Good	VoT	B/W/Y	
16	4	11	3	8	Mild Aural	Yes	Yes	-	Yes	-	Yes	Yes	-	GM	Good	VoT	NP	
17	8	7	7	9	Multimodal(VARK)	Yes	Yes	-	-	-	-	-	Yes	GM	Good	VoT	NP	
18	1	8	2	5	Mild Aural	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	NP	Good	SCP	B/W/Y	
19	10	6	8	10	Multimodal (VARK)	Yes	No	No	Yes	-	No	No	Yes	NP	Good	VoT	B/W/Y	
20	4	2	2	9	Strong Kinesthetic	Unsure	Yes	-	-	-	-	-	-	GM	Good	VoT	B/W/Y	

Table 2 – Research Participants and results summary

VOT = Variety of Tools

Col = Clarity of Instruction

SCP = Selecting Colour Palette

GM = Growth Mindset

HC = Heart of Change

NP = No Preference

Effectiveness of the Training Materials for The Individual VARK Learning Styles

The survey responses and comments provide insights into how each material type was perceived by the participants and how well they aligned with their self-reported or implied VARK learning styles (Visual, Auditory, Read/Write, Kinesthetic). The research findings clearly indicate that participants have diverse learning preferences, and the effectiveness of different learning materials varied accordingly. The training materials catered to preferred learning styles with varying degrees of effectiveness depending on the material type. Q1 of the survey directly addressed this, asking "How effectively did the training materials cater to your preferred learning style?"

Q1: How effectively did the training materials cater to your preferred learning style?

Answered: 20 Skipped: 0

Material	VERY WELL	WELL	SOME WHAT	NOT AT ALL	TOTAL
Video	30.77% 4	53.85% 7	15.38% 2	0.00% 0	13
Audio/ Podcast	55.56% 10	33.33% 6	5.56% 1	5.56% 1	18
Reading Extracts	14.29% 2	57.14% 8	21.43% 3	7.14% 1	14
Quiz Sheets	17.65% 3	23.53% 4	47.06% 8	11.76% 2	17
Twine Interactive Scenarios Exercises*	20.00% 2	50.00% 5	20.00% 2	10.00% 1	10

*Initially the Interactive Scenarios Exercises were not included in the rating options (Q1) as it was felt that this intervention was the proof of the learning by the other methods. It was then decided to include it as a rating option and 10 participants had the option of engaging with it in the rating scale.

Fig 3 – The effectiveness of the Training materials catering for preferred learning style

Video Material:

When asked how effectively the video material catered to their preferred learning style, as shown in Fig 4, identifies that 4 of the 13 respondents who selected "Video Material" chose "Very Well", and 7 participants chose "Well". This indicates that a significant majority felt the video material catered to their learning style at least well.

A significant portion of respondents felt video effectively catered to their learning style well or very well. However, when specifically considering visual learners (Q4), Fig 4 shows that the feedback was more divided, with 5 of the 9 respondents finding it engaging and the remaining 4 participants not.

Comments from visual learners in Q4 (See Appendix G) indicated that some felt the videos lacked visual examples and were more like podcasts. It was felt that this did not fully leverage their visual learning preference. The suggestion for accompanying text, diagrams, or pictures highlights a mismatch for some visual learners' needs. Conversely, some participants, including visual learners, still found the videos helpful for information retention and reflection.

**Q4: Referring to Your VARK score - This question is for Visual learners only
Did you find the video content clear and engaging?**

Answered: 9 Skipped: 11

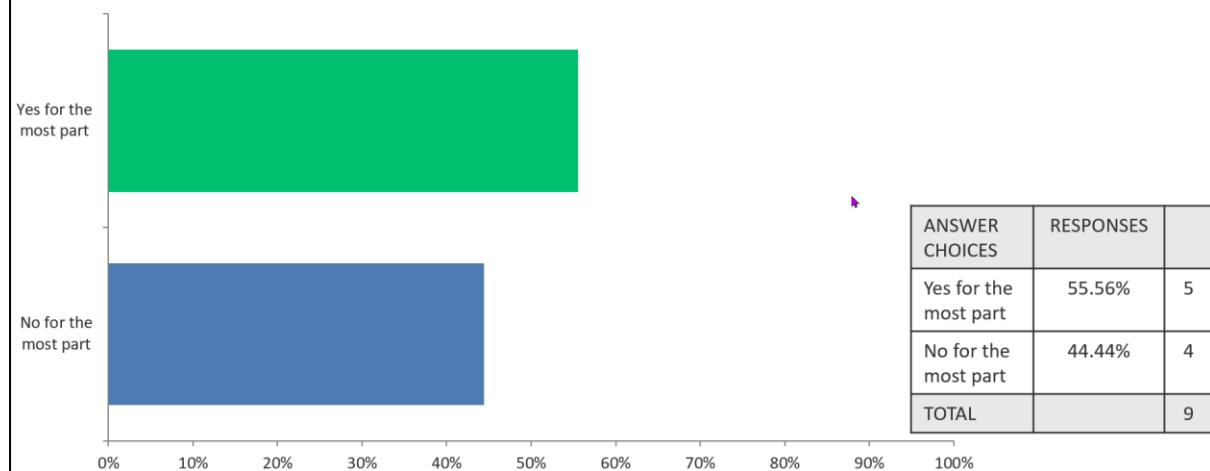


Fig 4 – Visual Learning Preference only – Content Clear and Engaging

Audio/Podcast Material:

Audio/podcast material was generally well-received as catering to learning styles. Aural learners reported a high degree of benefit from these materials. When asked how effectively the training materials catered to their preferred learning style (Fig 3) (Q1), 10 of the 18 participants that responded to this question selected "Audio/Podcast Material" chose "Very Well", and 6 chose "Well".

Specifically, as shown in Fig 5, when learners with an auditory preference (identified by their VARK score) were asked if the audio clips/podcasts were beneficial for them (Q5), 9 of the 10 participants responded with "Yes for the most part". This indicates a very positive perception of the benefit of auditory learning materials for those who identify as auditory learners.

Comments revealed that audio helped with information retention in online learning, even for those who did not have a high aural VARK score. The conversational tone and use of multiple speakers were appreciated for maintaining engagement, suggesting a good fit for those who prefer auditory input and discussion-based learning. One participant found the audio in the Growth Mindset scenario to be "*very informative and interesting*".

Another participant noted that audio actually helps them to pick up information in online/digital learning, even though their aural score on VARK was low. This suggests that the benefit of auditory materials can extend beyond those who primarily identify as auditory learners.

Q5: Referring to Your VARK score - This question is for Auditory learners only
Were the audio clips/podcasts beneficial for you?

Answered: 10 Skipped: 10

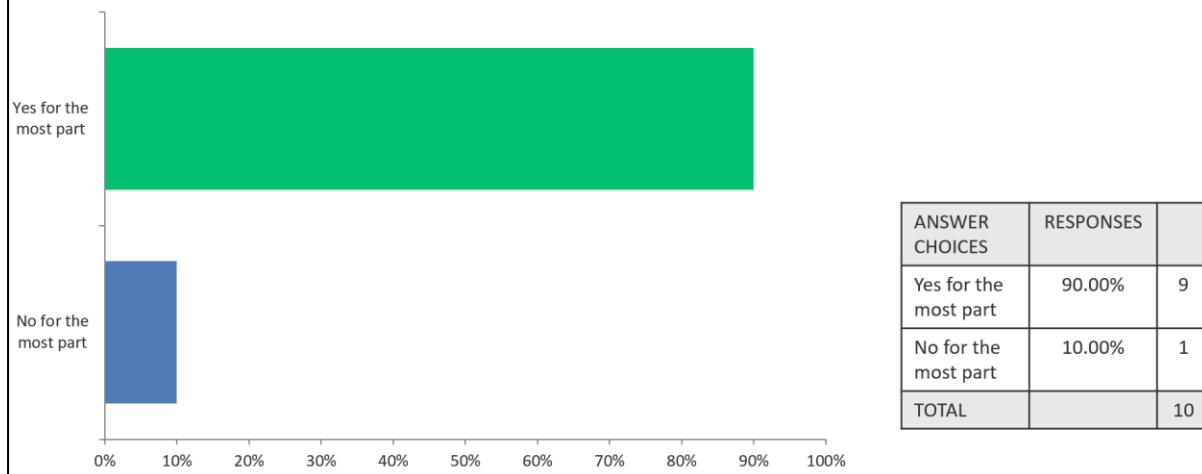


Fig 5 – Auditory Learners only – Audio clips/podcasts benefits

One participant found the podcasts section very effective as it allowed them to think about the topics. Another commented that the use of podcasts was "very well done". However, another participant found the podcast conversation to feel "very staged, not organic" indicating not all participants were equally engaged and stimulated.

Some participants found that auditory materials complemented other formats. One mentioned that after glancing at the glossary of terms, watching/listening to the video, then the podcast worked well. Another found reading alone ineffective but very useful when combined with a podcast or video. This suggests that the benefit of auditory materials can be beneficial when used as part of a varied learning approach.

The effectiveness of the auditory learning materials was considerably high among the participants, particularly for auditory learners and even for some who did not primarily identify with this learning style. The conversational tone, natural discussions, and effectiveness in conveying certain types of information were highlighted as key benefits. While one comment suggested room for improvement in the delivery of the podcasts, the overall feedback strongly supports the value and effectiveness of incorporating auditory learning materials in the leadership development programme.

Reading Extracts:

Compared to audio and video, reading extracts received a less enthusiastic response regarding catering to preferred learning styles. While read/write learners generally found written extracts and quizzes beneficial (6 of the 7 "Yes for the most part" in Q6), one participant noted they wouldn't want to learn solely through this method.

Q6: Referring to Your VARK score - This question is for Read/Write learners only
Were the written extracts and quizzes beneficial for you?

Answered: 7 Skipped: 13

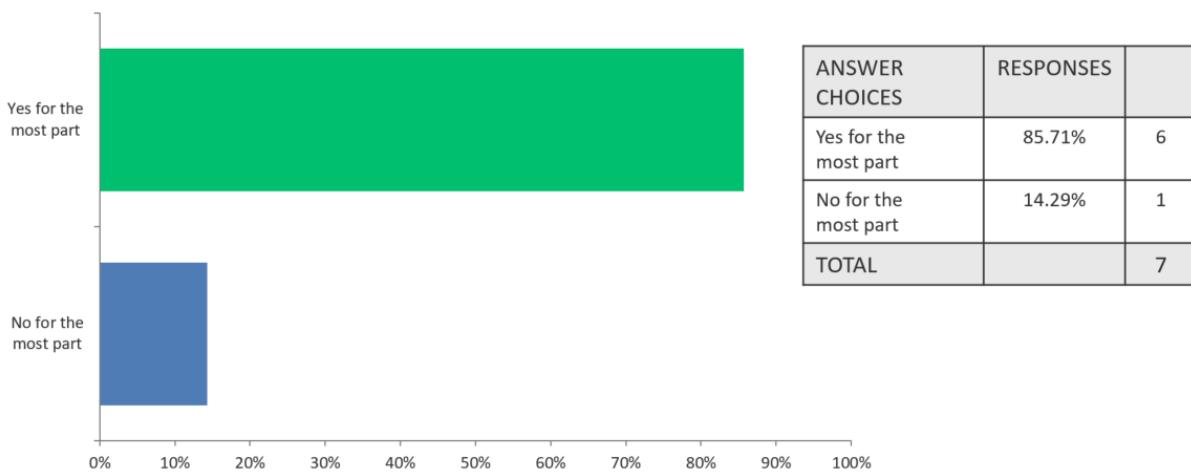


Fig 6 – Read/Write Learners only – Written extracts and quizzes beneficial

Regarding how effectively reading extracts catered to learning style (Q1), 2 of the 14 respondents chose "Very Well", and 8 chose "Well".

Some participants mentioned a preference for more active engagement with reading, such as note-taking or the inclusion of diagrams. Others found reading useful for quick review when combined with other formats. The feedback indicates that while reading suited some preferences, particularly when well-laid out and summarised, it was less effective for those who do not primarily learn through reading or who prefer more visually or experientially oriented materials.

Comments indicate that while some found the extracts well laid out and summarised, they wouldn't want to learn solely through reading. Others found reading good for quick reflection as an addition to video and podcast. One participant found the reading segment not their strong point for committing information to memory. The white background with black writing was also noted as "*harsh to look at*" by one respondent.

Quiz Sheets:

Quiz sheets received a mixed response regarding how well they catered to preferred learning styles. Quiz sheets (Q1) saw 3 of the 17 respondents selecting "Very Well" and 4 selecting "Well" for catering to their learning style. Eight participants selected "Somewhat" and 2 selected "Not at All".

It was acknowledged that the quiz sheets were a useful tool for testing information retention, suggesting a benefit for learners who value self-assessment and reinforcement through practice. As part of the read/write materials, they likely suited those who prefer written forms of engagement and testing.

Twine Interactive Scenarios Exercises:

The Twine interactive scenarios exercises (Q1) were well received with 2 of the 10 respondents that answered the question selecting "Very Well" and 5 selected "Well" for catering to their learning style.

Specifically for kinesthetic learners (Q7), 10 of the 11 respondents felt the interactive exercises allowed them to actively engage with the material and feel like it was a real-life scenario.

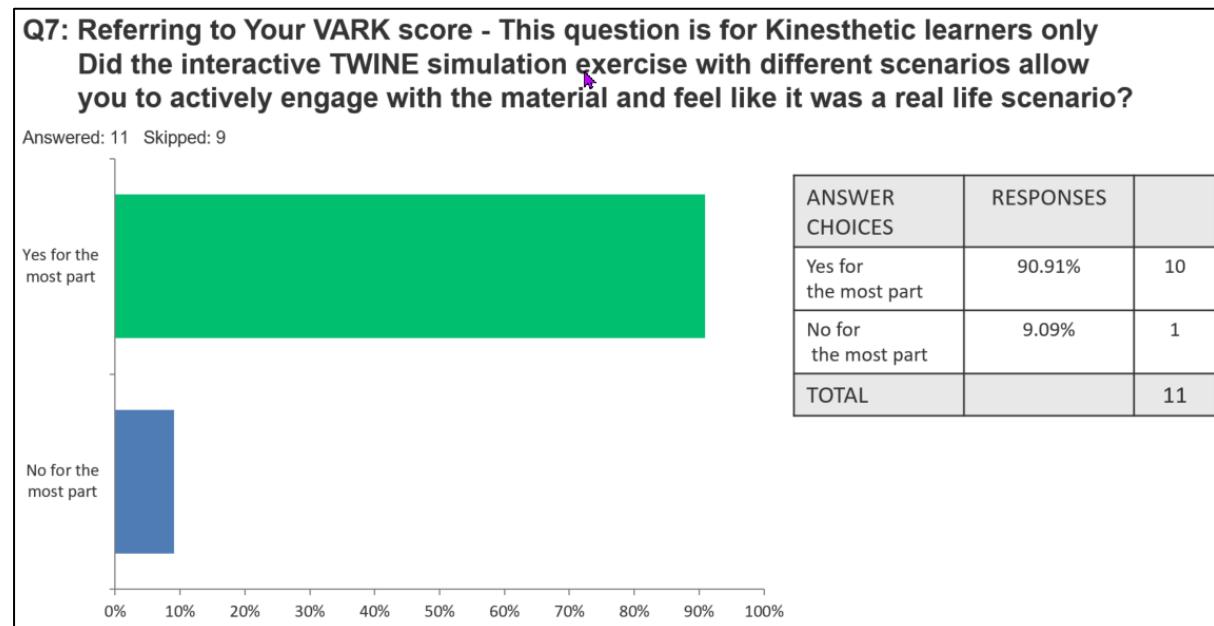


Fig 7 – Kinesthetic Learners only – Twine Exercises engagement

The opportunity to apply learnings and see the implications of choices was seen as effective in solidifying understanding and maintaining engagement, aligning well with experiential learning preferences. Participants found the need to critically think about the application of learnings within the scenario helpful. One participant found this section the most engaging.

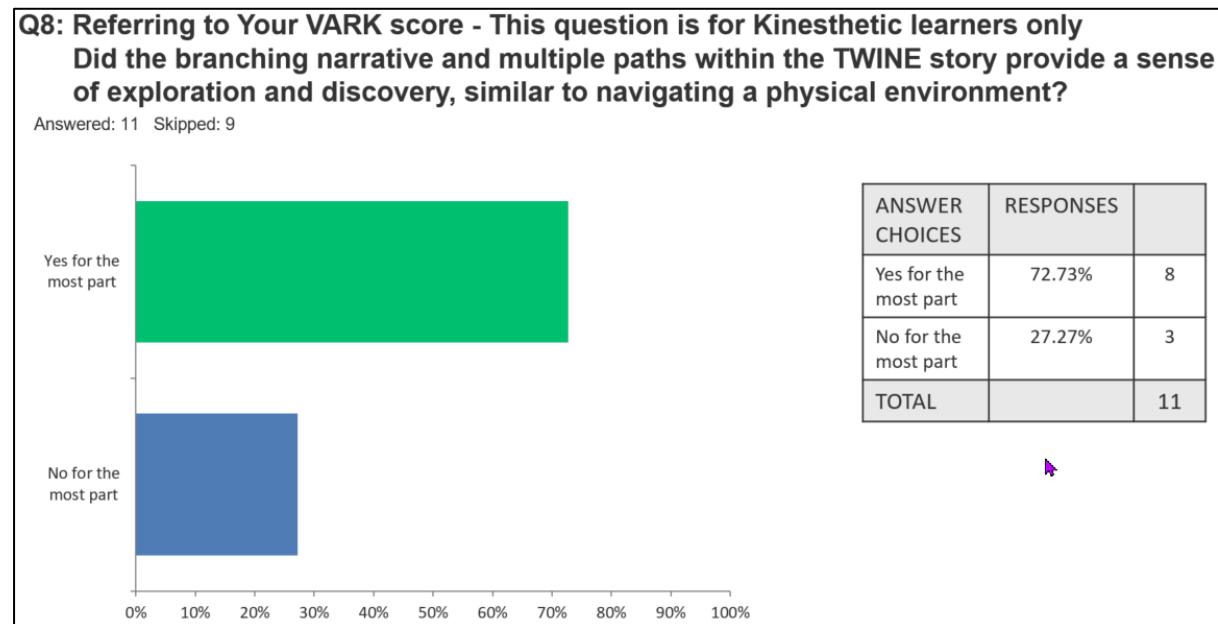


Fig 8 – Kinesthetic Learners – Branching Narrative and multiple paths feedback

The branching narrative provided a sense of exploration for 8 of the 11 respondents. (See Fig 8) Seeing how actions led to different results helped solidify learnings and understand how to apply them. It was also considered more fun to put learning into active use.

However, some individuals, even those with a high kinesthetic VARK score, found the scenarios too wordy or confusing, indicating that the specific design and execution of interactive elements can impact their suitability for different learners.

The multiple and variety of learning scenarios were highly appealing to multimodal learners (Q9), with all 13 respondents finding them appealing. This strongly suggests that offering a range of formats caters very well to individuals who learn best through a combination of methods.

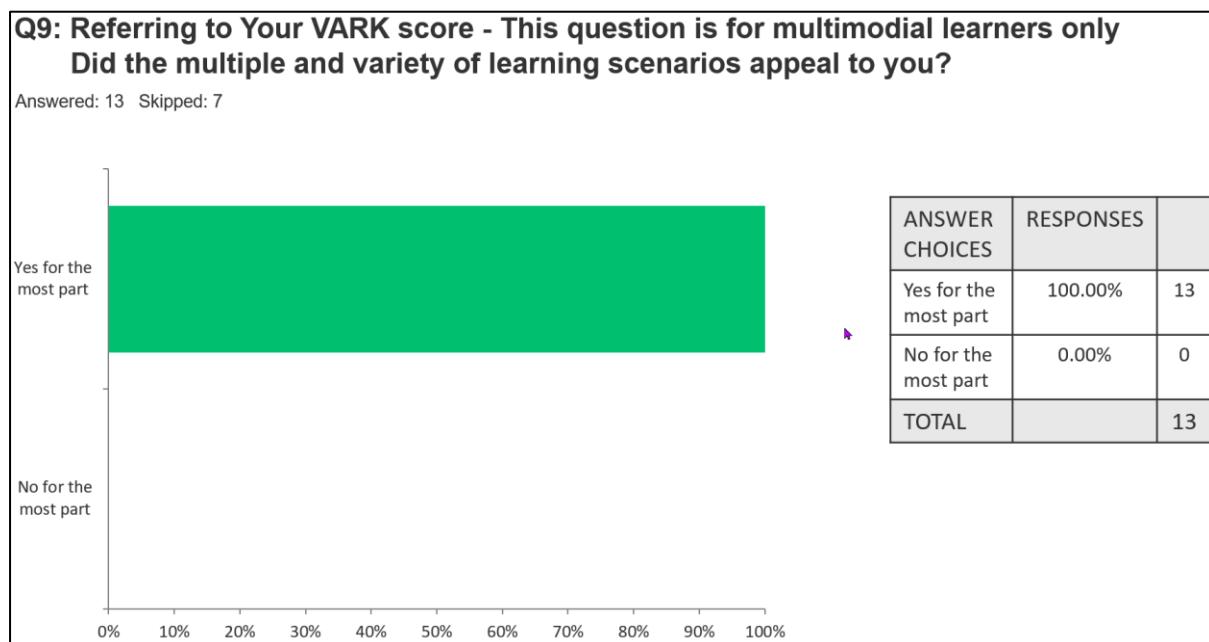


Fig 9 – Multimodal Learners only – Scenarios appeal

The vast majority of participants perceived that there were sufficient opportunities to learn in a way that best suited them and is shown in Fig 10. Specifically, 18 out of the 20 respondents answered "Yes" to the question "Were there sufficient opportunities for you to learn in a way that best suits you?" Only 1 participant answered "No" and 1 other participant was "Unsure".

The comments provided further context to this positive perception:

- One participant noted that "*Various modes of learning approached topics from different avenues to varying degrees*".
- Another stated that "*A variety of opportunities were used across the various platforms to allow for various learning styles. This approach suited me*".
- The fact that 13 out of the 20 participants selected "*Variety of the tools available i.e. reading extract, video, podcast, quiz etc.*" as the feature they liked most also strongly suggests that the range of learning materials was appreciated and likely contributed to learners feeling that their styles were catered for.

The availability of video, audio/podcast, reading extracts, quiz sheets, and interactive scenarios offered different ways to engage with the content, which was generally seen as a positive aspect of the training.

The responses in Q2 indicates that learners generally felt that the training provided sufficient opportunities to learn in a way that suited their preferred learning styles due to the variety of materials and approaches used.

Q2: Were there sufficient opportunities for you to learn in a way that best suits you?

Answered: 20 Skipped: 0

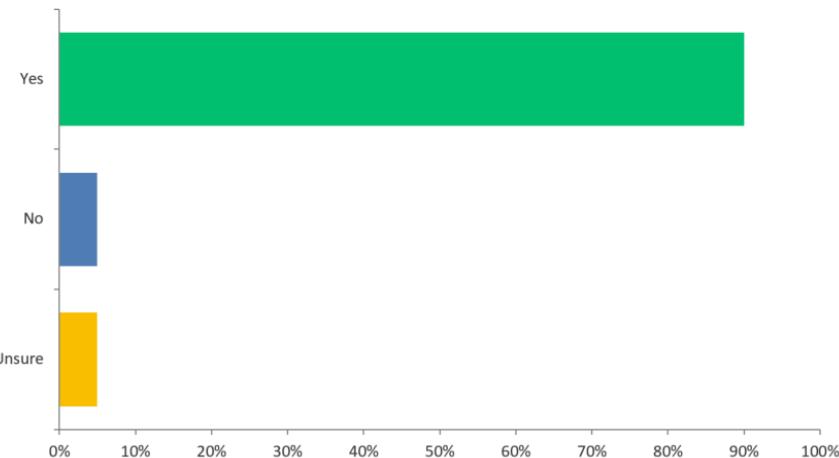


Fig 10 – Sufficient Opportunities to Learn

A large majority (18 of the 20) felt there were sufficient opportunities to learn in a way that best suits them (Q2). This strongly suggests that the availability of various formats allowed learners to engage with the content in their preferred ways.

- Auditory learners generally found the audio clips/podcasts beneficial
- Read/Write learners mostly found the written extracts and quizzes helpful
- Kinesthetic learners largely found the interactive TWINE simulations engaging
- Multimodal learners overwhelmingly appreciated the variety of learning scenarios
- While some visual learners found videos clear, others desired more visual examples

However, it is important to acknowledge some enhancement opportunities. Some individuals still had specific preferences within a format or suggested improvements, such as adding diagrams to written materials. As one participant commented regarding written extracts and quizzes, "*They wouldn't be how I'd like to solely learn, I'm glad I had options*".

In conclusion, while individual preferences and experiences varied slightly, the training materials, through their diverse formats including video, audio, reading, quizzes, and interactive scenarios, appear to have sufficiently catered to the preferred learning styles of the majority of learners.

Overall Engagement with the Learning and Development Tool

Participant engagement with the training was generally high, although it varied across different materials and results are shown in Fig 11. The majority of respondents (17 out of 20) indicated that the training materials and activities kept them engaged and motivated "Yes for the most part". A smaller proportion (3 out of 20) reported being "No for the most part" engaged and motivated.

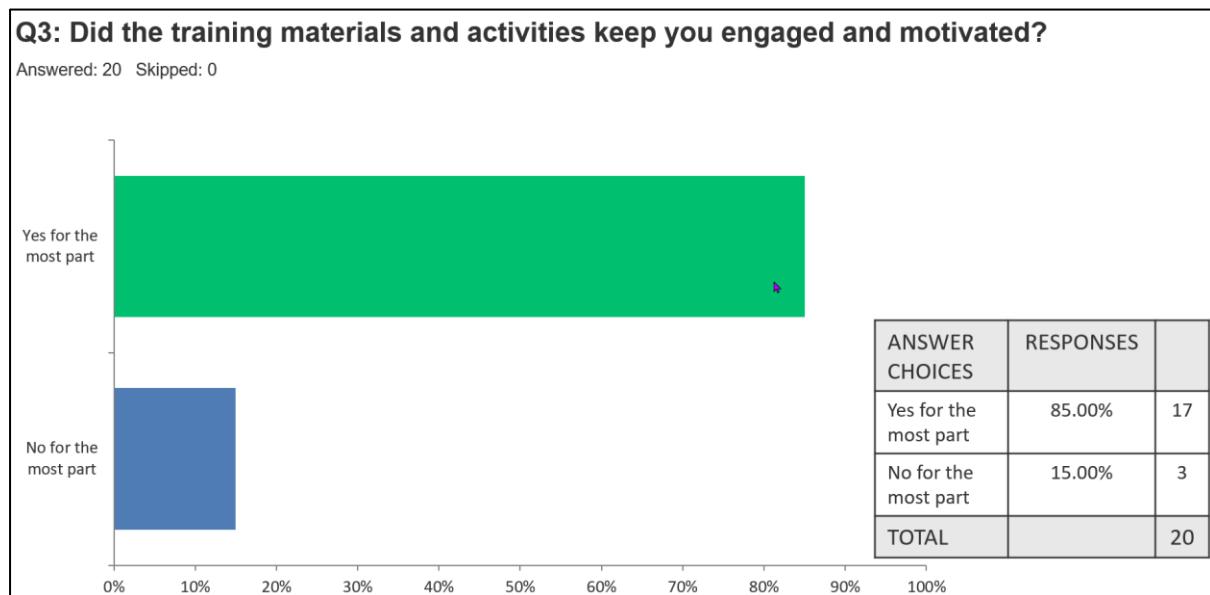


Fig 11 – Maintaining Engagement and Motivation

Multimodal learners showed very high engagement with the variety of scenarios, with 100% finding them appealing (Q9). The interactive nature of the scenarios was particularly effective for many in solidifying learning and providing a sense of real-world application.

Participant engagement varied across the different material types. Audio and the interactive Twine scenarios generally received the most positive engagement, with participants appreciating the conversational tone of podcasts and the active application of knowledge in the scenarios. Video was mostly well-received but could be improved with more visual aids, and reading extracts were helpful for many but not a preferred sole method of learning. The variety of formats was a significant strength in maintaining overall engagement and catering to different learning preferences.

The variety of the learning formats offered in the leadership programme held significant engagement appeal for the learners. The inclusion of video material, audio/podcast material, reading extracts, quiz sheets, and Twine interactive scenarios exercises was a generally well-received aspect of the learning experience.

Factors Affecting Engagement (from Comments)

Length of Material: One participant noted that their attention span began to shorten after two-thirds of the material.

Format Preference: Some individuals found written modes less appealing.

Interactivity and Application: The ability to think through scenarios and apply learnings solidified the topic and increased engagement for some.

Variety of Learning Styles: The use of various platforms and approaches to cater to different learning styles was seen as engaging by some.

User Interface: While generally positive, some comments mentioned difficulties with navigation at times. The visual presentation (white background with black writing) was considered harsh by one participant.

Repetitiveness: One participant felt that after the second or third version of the information in different formats, it felt repetitive, making the interactive change welcome.

Examples of comments that support the appeal of varied learning formats:

High Appreciation for Variety: "Variety of the tools available" was the most liked feature of the interactive platform, chosen by 13 of the 20 (Q12) respondents. This overwhelmingly indicates that learners valued having different formats to engage with the material.

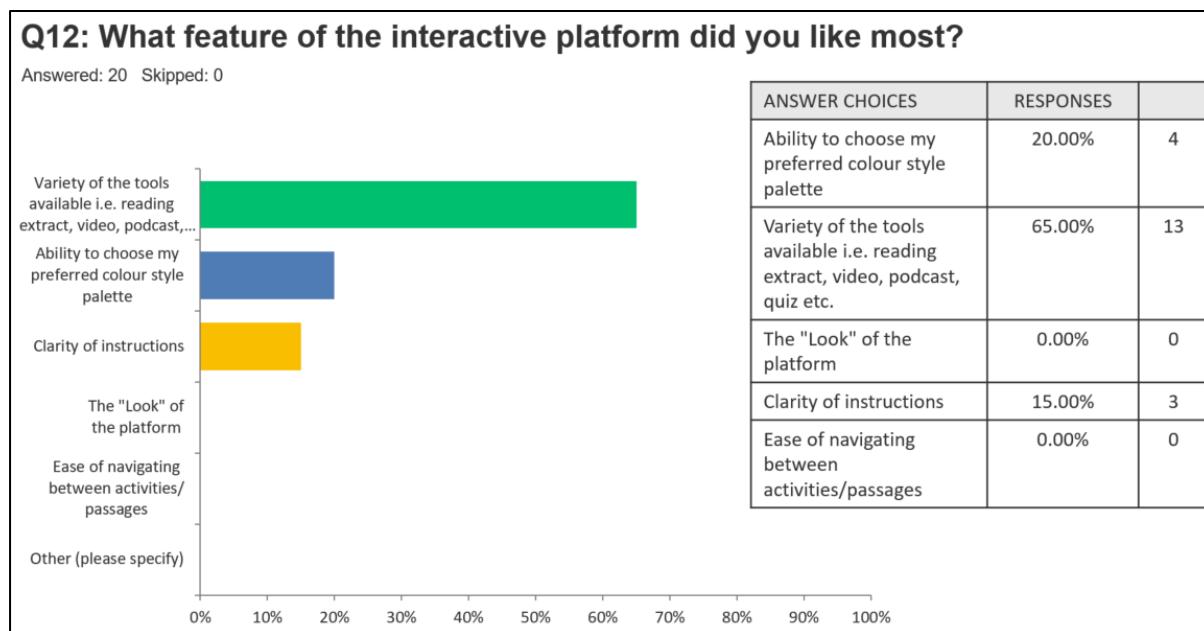


Fig 12 – Favourite Interactive Platform Features

Catering to Different Preferences: The availability of multiple formats allowed learners to engage with the content in ways that suited their individual preferences and 90% of respondents felt there were sufficient opportunities to learn in a way that best suits them. This suggests that the variety effectively catered to a range of learning styles.

Engagement with the Twine Interactive Scenarios Exercises: For kinesthetic learners (Q7), 10 out of 11 responded "Yes for the most part" when asked if the interactive Twine simulation allowed them to actively engage (Fig 7).

The Growth Mindset scenario, being more detailed and immersive, was preferred by 50% of respondents (Fig 13), with comments highlighting the realistic action options and detailed explanations of the impact of choices as reasons for higher engagement. It was also noted that 7 of the 20 participants did not have a clear preference.

Q10: You had two different scenario formats. The Growth Mindset scenario exercise was more detailed and immersive. Which format did you prefer?

Answered: 20 Skipped: 0

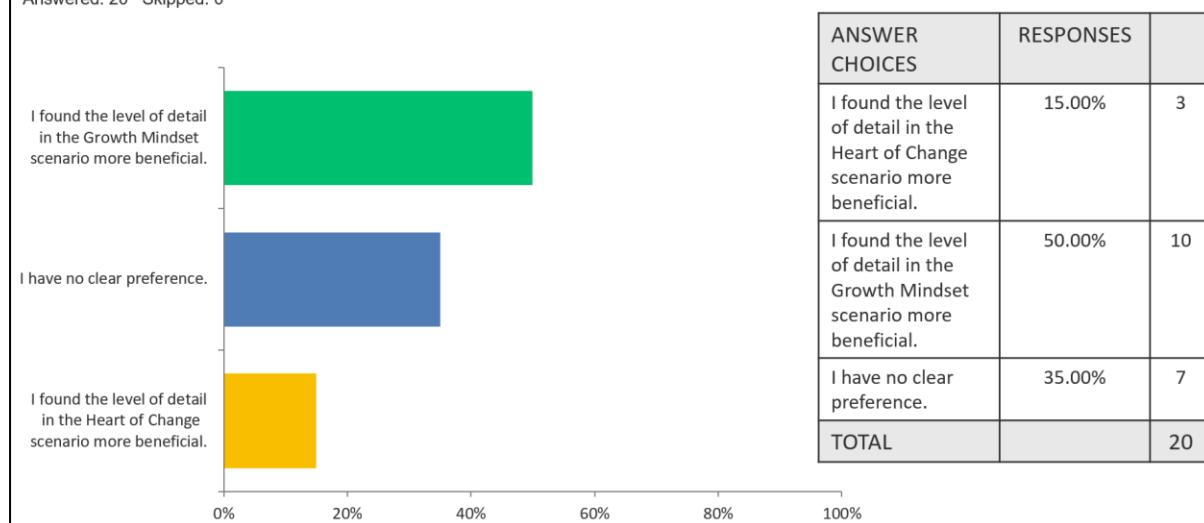


Fig 13 –Scenario Preference

Participants highlighted several key advantages of this learning method:

Active Engagement and Application of Learning: A primary benefit was the ability of the scenarios to actively engage learners with the material. Participants reported that "*thinking through the scenarios and applying the learnings and seeing the implications of the learnings*" helped to solidify their understanding of the topic. The interactive nature compelled them to go beyond passive reception of information and actively apply what they had learned. This active application was seen as crucial for internalising the concepts.

Feeling of Real-Life Relevance: Many participants felt that the scenarios allowed them to experience something akin to a real-life situation. This sense of realism helped them to connect the theoretical knowledge with practical application, making the learning more meaningful and impactful.

Exploration and Discovery: The branching narrative and multiple paths within the TWINE story provided a sense of exploration and discovery for many learners. This element of choice and consequence in the scenarios made the learning process more dynamic and engaging, akin to navigating a physical environment for some.

Solidification of Learning from Other Content: The scenarios were seen as a valuable tool for reinforcing and solidifying the knowledge gained from other learning materials such as videos, podcasts, and reading extracts. By applying the learnings in a practical context, participants could better grasp how to use the information and understand its implications.

Enhanced Engagement and Fun: Several participants explicitly stated that they found the interactive scenarios to be the most engaging part of the training. The ability to actively participate and see the direct consequences of their choices made the learning experience more enjoyable and less like traditional passive learning methods.

Understanding Impact of Choices: The scenarios, particularly the more detailed ones, helped participants to see how their actions could lead to different results in a given situation. This was crucial for understanding the nuances of the learning material and how to best apply it in practice.

Overall, the reported engagement benefits of the interactive scenario exercises in this training programme were substantial. They were seen as a powerful tool for active learning, application of knowledge, engagement, and providing a sense of real-world relevance. The preference for more detailed and immersive scenarios highlights the importance of providing learners with opportunities for thorough exploration and understanding of consequences within the simulated environment. While some design considerations, such as avoiding excessive text, are important, the general consensus indicates that interactive scenarios were a highly valued component of the leadership development training.

Summary:

A large majority of learners were engaged by the training activities overall, with interactive scenarios and audio materials being particularly effective. While video engagement was mixed for visual learners, and reading was less engaging on its own, the variety of learning materials and the interactive elements were key factors in maintaining engagement for many participants. Some aspects of the platform design and material delivery could be refined to further enhance engagement for all learners

Factors that positively impacted engagement included the interactive nature of the scenarios, the conversational tone of the podcasts, and the variety of learning formats catering to different preferences. Negatively impacting factors included the length of the material for some, a preference against written modes for others, and the lack of visual elements in videos for some visual learners. Some participants also noted the repetitiveness of information across formats and occasional difficulties with platform navigation.

Comparison of the Interactive Scenarios

The two interactive Twine tools were built using a different content and user experience format. The "Heart of Change" featured more limited options and was more directive in nature – show and tell format. On the other hand, the Growth Mindset was much more interactive and featured multiple options for the participants to explore, creating much more learning opportunities.

Participants were asked specifically about their interactive Twine scenario preference. The "Growth Mindset" scenario was preferred by a significant majority of respondents. Half (10 of the 20 participants) found the level of detail in the Growth Mindset scenario more beneficial, compared to only 3 participants who preferred the level of detail in the Heart of Change scenario. The remaining 7 participants reported no clear preference.

Reasons for Preference (Growth Mindset):

Respondents felt the Growth Mindset scenario offered more realistic action options with more follow-up options. The content in the Growth Mindset scenario resonated more with some participants.

The detailed explanations of choices and their impact in a real-world setting were valued in the Growth Mindset scenario, making it feel more realistic. Some found the content more relatable and informative, and applicable to their experiences in the Growth Mindset scenario.

One participant noted that the Growth Mindset scenario felt more like their choices drove the outcome, whereas the Heart of Change scenario felt like being told the answer.

Another participant mentioned they had to scroll back a lot in the 'Heart of Change' scenario to understand what was going on, suggesting it might have been less clear or intuitive in its flow compared to the Growth Mindset scenario.

The Growth Mindset scenario was described as the one that "*caught my attention*".

The Heart of Change scenario was described by one participant as feeling "*abrupt without real exploration of variety of options*".

Reasons for Preference (Heart of Change)

One participant preferred more concise material, which might imply they found the Growth Mindset scenario too detailed.

No Preference:

Some respondents found both scenarios to be about the same, equally insightful, detailed, and immersive.

Some felt the scenarios complimented each other in their subject matter.

General Comments on Twine Exercises (Applicable to Both):

- Thinking through the scenarios and applying learnings helped solidify the topic for some participants.
- Having to critically think about the application of learnings within the scenario helped keep one participant engaged.
- One participant found the Twine section the most engaging.
- Seeing how actions can lead to different results helped to solidify learnings and grasp a better understanding of how to apply them.
- The interactive nature was seen as more fun for putting learning into active use instead of answering standard questions.

The user experience appears to have been better with the Growth Mindset scenario for a majority of participants. This was attributed to its greater level of detail, more realistic options and consequences, and a more intuitive flow. The Heart of Change scenario was perceived as more abrupt and less exploratory by some. General feedback on the Twine exercises indicates that while many found them engaging and helpful for applying learning, some experienced issues with the wording and navigation.

User Experience of the Platform

The user experience was generally positive, with 19 of the 20 respondents(Q11), as shown in Fig 14, reporting they had a good experience. Comments highlighted that the platform was an "easy user interface, easy to follow the process" and that it was "well laid out and instructions were clear".

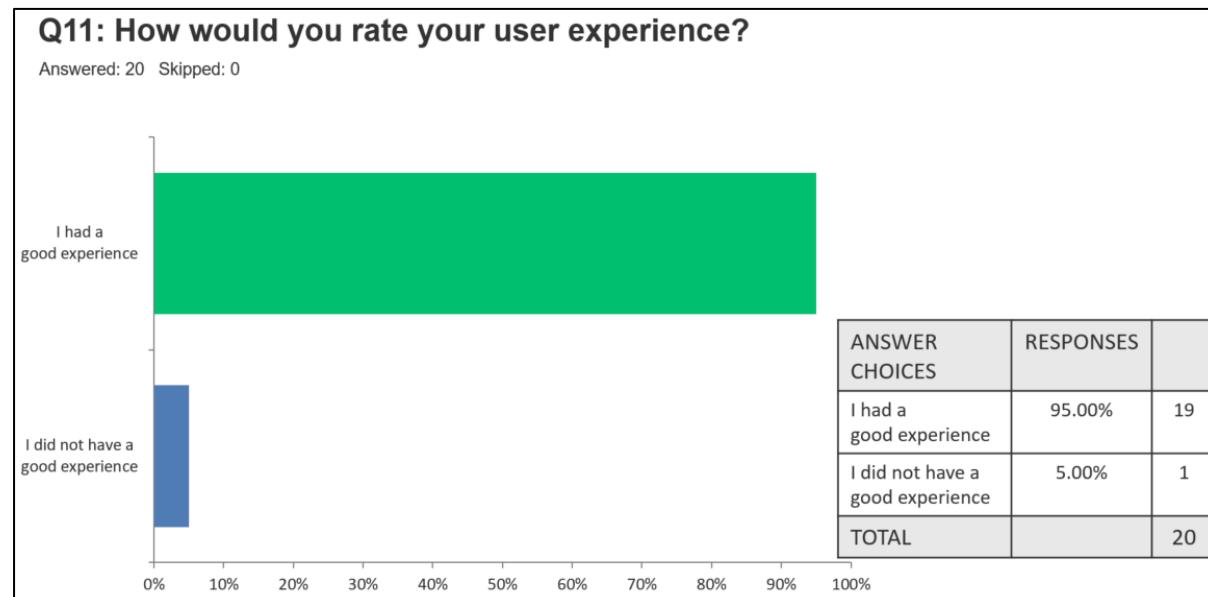


Fig 14 – User Experience

The platform was described as well-organised with clear instructions. One participant noted being "*impressed that we were compelled to choose a background colour, which demonstrated an insight into design for the user experience*".

The ability to choose a preferred colour style palette was the most liked feature for 4 people. One comment noted that this "*allowed me to personalise the learning experience and make a change from looking at an office type interface*". Specific feedback on their preferred colour palette was analysed and is shown in Fig 15. showed that 10 of the 20 respondents preferred the combination of black text on a white background with yellow link text. Interestingly a number of options made available to the participants were not preferred and could simplify the options available for selection. One participant who selected 'Other' stated that they found the available options very harsh and suggested looking at alternative colours that are more appealing to the human eye.

Q13: Which colour palette option did you prefer using?

Answered: 20 Skipped: 0

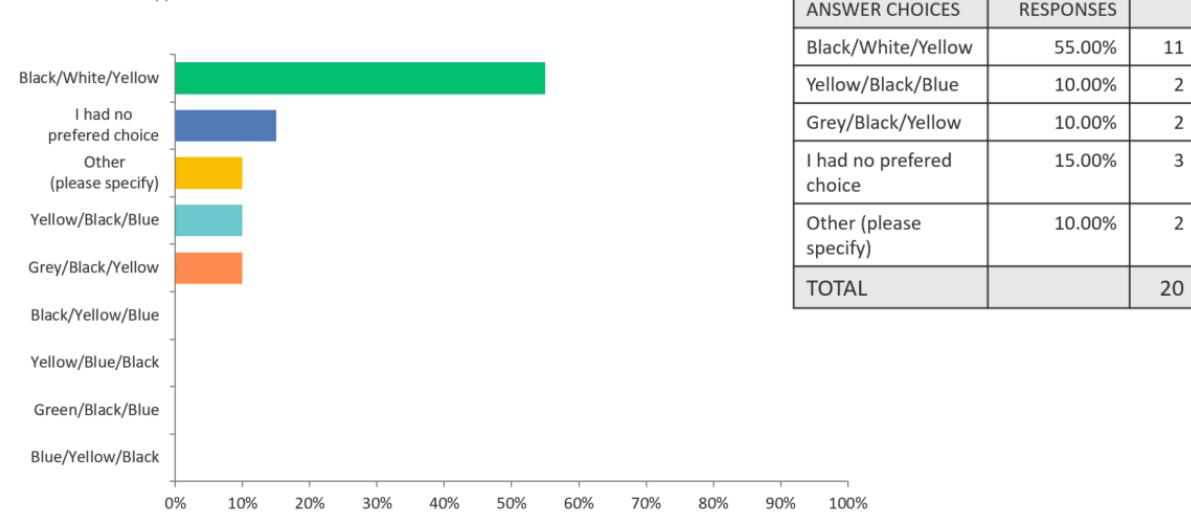


Fig 15 – User Experience – Preferred Colour Palette

Clarity of instructions was most liked by 3 respondents.

While the ability to customise the colour palette and the clarity of instructions were appreciated by some, the overwhelmingly most liked feature of the interactive platform was the availability of a diverse range of learning tools such as reading extracts, videos, podcasts, and quizzes. This aligns with the positive perception of having varied learning materials to suit different learning preferences.

Participants found these scenarios helpful for "*thinking through the scenarios and applying the learnings and seeing the implications of the learnings to solidify the topic*" and for "*seeing how actions can lead to different results in a scenario*". The more detailed Growth Mindset scenario was preferred by most.

Audio/podcast materials were beneficial for auditory learners as shown in Fig 5, with 9 of the 10 respondents (Q5) finding them so. The use of "*two speakers and a conversational tone/set up helped keep my engagement*", and "*natural discussions within podcasts was very good*".

Participants felt they learned a lot from the materials and that the content was applicable to working life and their own experiences. The training also prompted reflection. The content was noted to be "*chunked appropriately with good headings*" and the video and podcast clips were of a good length.

One of the most significant perceived benefits was the ability of the variety of tools to cater to different preferred learning styles. Participants explicitly noted that "*a variety of opportunities were used across the various platforms to allow for various learning styles. This approach suited me*". Multimodal learners, in particular, found the multiple and variety of learning scenarios highly appealing, with all 13 (Q9) responding positively. This suggests that the availability of diverse formats empowered learners to engage with the material in a way that best suited their individual preferences.

These positive aspects indicate that the platform design and the variety of learning materials were generally well-received and contributed to a positive learning experience for most participants.

Rating of the Platform's Ease of Navigation

Learners had mixed experiences regarding the platform's ease of navigation. None of the 20 respondents selected "*Ease of navigating between activities/passages*" feature of the interactive platform they favoured the most (Q12 Fig 12). This suggests that it was not a standout positive feature for any of the respondents in comparison to the variety of tools or colour palette options and a potential enhancement opportunity for building future learning tools.

Q14 directly asked "Did you experience any issues?", and as shown in Fig 16, 4 out of 20 respondents indicated "Ease of navigating between activities/passages" as an issue they experienced. One comment noted, "*Sometimes the links had to be clicked in specific parts to work. At first, I wasn't sure exactly what I was supposed to be doing but figured it out on second attempt*". Another participant stated, "*I wasn't always sure what I needed to do as I was progressing through the steps, the platform seems limited in that regard*".

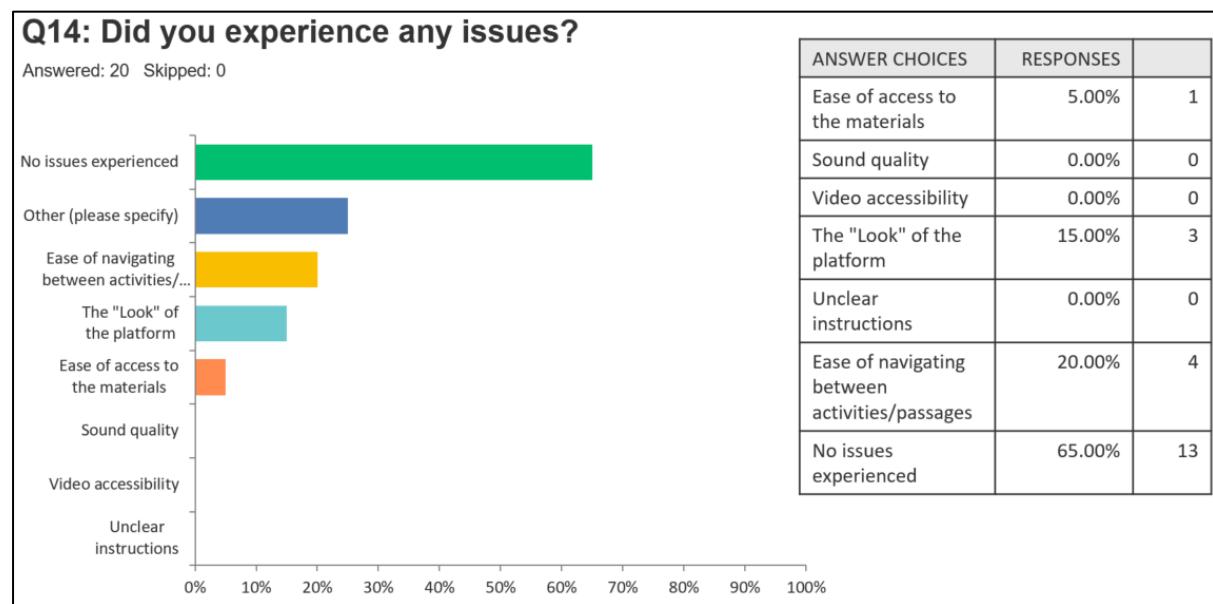


Fig 16 – Platform issues evaluation

One respondent mentioned, "*It was a small bit difficult to navigate the platform from time to time (maybe slightly cumbersome)*". Another suggested, "*I recommend in the future to allow access to a home or menu page*" because the browser back button was greyed out, indicating a potential difficulty in moving between sections.

Despite these issues, other comments suggest that for some, the navigation was not a problem for the majority:

- One respondent said, "*Easy user interface, easy to follow the process*".
- Another noted, "*The layout was clear and concise, I had no problems navigating it*".
- One participant commented, "*The flow and access to materials was really good*"

Conclusion

The findings highlight that different learning materials cater to individual preferences in varying degrees. Auditory and interactive materials generally received strong positive feedback for engagement and alignment with learning styles, while video could be enhanced with more visual elements for visual learners, and reading, while beneficial for some, is not a universally preferred method. The provision of a variety of tools and formats was a significant strength in catering to the diverse learning preferences of the participants, particularly multimodal learners. This aligns with the principle that offering options empowers learners to engage with the material in ways that best suit their individual needs.

Conclusions on Engagement:

Learner engagement with the training activities was largely positive, with the interactive scenarios and audio materials being particularly well-received. While reading materials were less engaging for some, the overall variety of tools and learning opportunities was a significant strength of the platform, catering to different learning preferences and contributing to a generally engaging learning experience for most participants.

The variety of learning formats was a significant factor in maintaining overall engagement, particularly for multimodal learners, with 100% finding the multiple scenarios appealing. This suggests that offering choice and different ways to interact with the material is crucial for keeping a diverse group of learners engaged.

The interactive Twine scenarios were generally regarded as highly engaging as they were an opportunity to apply the learnings from the other materials.

Auditory materials also proved to be effective in maintaining engagement through their conversational style and ease of processing for many learners.

Reading materials, on their own, appeared to be the least engaging format for some participants, with a preference for combining them with other media or having more interactive elements within the text.

Several comments indicated preferences for certain learning styles or combinations of styles. For example, one participant found auditory sources most helpful, with reading being a good addition. Another found that reading alone was ineffective but useful when combined with audio or video. The interactive nature of the scenarios was frequently praised for its engaging qualities and its ability to help learners apply their knowledge.

Learning styles – Effectiveness and Engagement on a Digital Learning Platform:

Participant engagement was strongest with the interactive scenarios and audio/podcast materials, followed by video (with caveats for visual learners). Reading extracts appeared to be less inherently engaging on their own but could be effective when integrated with other formats. The provision of a variety of tools significantly contributed to overall engagement by catering to different learning preferences.

The findings indicate that the provision of a variety of tools and formats was a significant strength in catering to the diverse learning preferences of the participants. While auditory and interactive materials generally received strong positive feedback for engagement and alignment with learning styles, video could benefit from more visual elements for visual learners, and reading was not a universally preferred solo method. The ability for multimodal learners to

engage with various formats was particularly successful. This approach of offering options aligns with empowering learners to choose what they need.

Visual Learners: While a high proportion of the visual learners found the video content clear and engaging, some visual learners felt the videos were more akin to podcasts due to a lack of visual examples. Some participants found the videos helpful for information retention. Visual learners would have appreciated additional charts and images in their learning experience.

Auditory Learners: Auditory learners generally found the audio clips/podcasts beneficial. The conversational tone and multiple speakers were appreciated. Interestingly, even a participant with a low aural VARK score found audio helpful for online learning.

Read/Write Learners: Read/write learners generally found the written extracts and quizzes beneficial, though they preferred having other options available. This indicates that while written materials are helpful for this group, they may not be the ideal sole method of learning.

Kinesthetic Learners: The interactive Twine simulation exercises were largely seen as engaging for kinesthetic learners, allowing them to actively engage with the material and feel like it was a real-life scenario. The branching narratives were seen by some as providing a sense of exploration.

Multimodal Learners: Multimodal learners overwhelmingly appreciated the multiple and variety of learning scenarios available. They found combining different formats like reading, video, and audio to be very useful.

Interactive Scenarios and Application of Learning: A key finding is the positive impact of the interactive scenarios, particularly the more detailed Growth Mindset scenario, which was preferred by a majority of participants. Participants found that thinking through the scenarios and applying the learnings helped solidify the topic. The ability to see how actions led to different results was also valued.

Limitations of Relying Solely on One Style of Learning Material:

Feedback suggests that participants generally benefited from having a variety of learning materials, even if they had a preferred style. Some participants explicitly stated that reading alone was not their preferred method. The availability of multiple formats allowed individuals to choose and mix between different styles.

Importance of Multimodal Approaches: The high rating for the "Variety of the tools available" as the most liked feature of the platform demonstrates the value of a multimodal approach in catering to diverse learning preferences. Combining formats like video and podcast with reading extracts was seen as particularly effective. Multimodal learners specifically appreciated the multiple and varied learning scenarios. Many participants mentioned that the combination of different formats was beneficial and catered to various learning styles. Some found it effective to glance at the glossary terms, then watch/listen to the video/podcast, followed by reading.

The participants generally appreciated the availability of varied learning materials, recognising that different formats suited different learning preferences and could complement each other. While some formats were individually preferred over others, the overall consensus was that the multi-modal approach enhanced the learning experience.

Evidence for a Balanced Approach:

While the research provides some indicative evidence that learners tend to favour learning methods aligned with their self-reported VARK styles, the feedback suggests that the effectiveness of a learning material goes beyond a simple alignment with a broad VARK category.

In summary, the research indicates that learning styles do impact the perceived effectiveness of different components of the scenario-based digital leadership training. Providing a variety of learning materials that cater to different VARK preferences is generally well-received and enhances engagement. However, the research also highlights that a multimodal approach, where different formats complement each other, is particularly beneficial, and there are considerations regarding the limitations of relying solely on self-identified learning styles. The interactive scenarios themselves were a key element of effectiveness, likely engaging various learning styles through active participation and application of knowledge.

The specific design and content of the material (e.g., the visual elements in videos, the interactivity of scenarios) play a crucial role. Many participants identified as multi-modal and had a combination of learning styles. Therefore, one size does not fit all.

Recommendations

Research

- Increase sample size so as to enhance the reliability and accuracy of findings. In hindsight it would have been beneficial to have a more balanced representation of the VARK learning styles. Although this study aligned with the general population of multimodal learners (2/3), from a personal curiosity perspective, it would have been interesting to have more singular learning styles participating in the research study if possible

Participant

- Profile participants using a training needs analysis exercise as evidence in the research indicated that one participant was frustrated by the simplicity of the materials and options as they had prior knowledge of the content.

User Platform:

- Research into the benefits of introducing an Augmented Reality into the platform with the view to create immersive and interactive simulated experiences
- Improve the look and feel of the platform, have less text and embed the training material instead of having links to external sources.
- Enhance the platform link functionality and the ability to move more freely between sections.

Training Materials:

- The lack of visual aids in videos was a concern for some visual learners. Therefore, more visual content to accompany the materials – such as charts, graphs, infographics

- Combine material formats – e.g. text displayed and also an audio option to have the text read for the participant so as to support multimodal learning styles.
- Introduce written case studies with images to test for the application of learning in the same way that the interactive scenarios are currently used.

Appendices

Appendix A – The VARK Questionnaire



The VARK® Questionnaire

How do you learn best?

VARK Questionnaire version 8.02

Choose the answer which best explains your preference and click the box next to it. Please click more than one if a single answer does not match your perception. Leave blank any question that does not apply.

When learning from the Internet I like:

- detailed articles.
- videos showing how to do things.
- podcasts and videos where I can listen to experts.
- interesting design and visual features.

I have been advised by the doctor that I have a medical problem and I have some questions about it. I would:

- use a 3D model to see what is wrong.
- have a detailed discussion with my doctor.
- look at a diagram showing what was wrong.
- read an article that explains the problem.

I want to save more money and to decide between a range of options. I would:

- talk with an expert about the options.
- consider examples of each option using my financial information.
- read a print brochure that describes the options in detail.
- use graphs showing different options for different time periods.

I want to learn how to take better photos. I would:

- ask questions and talk about the camera and its features.
- use diagrams showing the camera and what each part does.
- use examples of good and poor photos showing how to improve them.
- use the written instructions about what to do.

I want to learn about a new project. I would ask for:

- examples where the project has been used successfully.
- an opportunity to discuss the project.
- a written report describing the main features of the project.
- diagrams to show the project stages with charts of benefits and costs.

I prefer a presenter or a teacher who uses:

- question and answer, talk, group discussion, or guest speakers.
- handouts, books, or readings.
- demonstrations, models or practical sessions.
- diagrams, charts, maps or graphs.

When finding my way, I:

- like to read instructions from GPS or instructions that have been written.
- rely on verbal instructions from GPS or from someone traveling with me.
- head in the general direction to see if I can find my destination without instructions..
- rely on paper maps or GPS maps.

I want to learn how to play a new board game or card game. I would:

- listen to somebody explaining it and ask questions.
- use the diagrams that explain the various stages, moves and strategies in the game.
- read the instructions.
- watch others play the game before joining in.

When I am learning I:

- like to talk things through.
- read books, articles and handouts.
- see patterns in things.
- use examples and applications.

I want to learn to do something new on a computer. I would:

- read the written instructions that came with the program.
- follow the diagrams in a book.
- talk with people who know about the program.
- start using it and learn by trial and error.

A website has a video showing how to make a special graph or chart. There is a person speaking, some lists and words describing what to do and some diagrams. I would learn most from:

- watching the actions.
- reading the words.
- seeing the diagrams.
- listening.

I am having trouble assembling a wooden table that came in parts (kitset). I would:

- watch a video of a person assembling a similar table.
- ask for advice from someone who assembles furniture.
- study diagrams showing each stage of the assembly.
- read the instructions that came with the table.

I have finished a competition or test and I would like some feedback:

- using a written description of my results.
- from somebody who talks it through with me.
- using examples from what I have done.
- using graphs showing how my performance has improved.

I want to find out about a house or an apartment. Before visiting it I would want:

- to view a video of the property.
- a plan showing the rooms and a map of the area.
- a discussion with the owner.
- a printed description of the rooms and features.

I want to find out more about a tour that I am going on. I would:

- talk with the person who planned the tour or others who are going on the tour.
- use a map and see where the places are.
- read about the tour on the itinerary.
- look at details about the highlights and activities on the tour.

When choosing a career or area of study, these are important for me:

- Communicating with others through discussion.
- Applying my knowledge in real situations.
- Using words well in written communications.
- Working with designs, maps or charts.

Appendix B - Participant Consent Form

Project Title: Exploring Leadership Development Through Interactive Twine Simulations

Researcher: Donagh McCarthy, Student at University College Cork

Introduction:

Thank you for your interest in participating in my final year Digital Humanities project. This project aims to create an online learning portal that simulates real-world leadership scenarios for use in training and development programmes. Your participation will help me understand different learning styles and how to best design impactful leadership training tools.

**** Phase 1: VARK Learning Style Survey ****

- **Description:** You will complete a brief online survey called the VARK questionnaire (<https://vark-learn.com/the-vark-questionnaire/>) to identify your preferred learning style. Please email your survey results to my college email 121316851@umail.ucc.ie
- **Data Collection:**
 - The survey is hosted by the VARK website and does not collect any personal information.
 - You will be asked to email me your score overview after completing the survey. This score will not be linked to your email address and will be kept confidential.
- **Time Commitment:** Approximately 5-10 minutes.
- **Deadline:** December 20th, 2024.

**** Phase 2: Online Learning Portal Testing (To be completed in January or February) ****

- **Description:** You will be invited to test a prototype of the online learning leadership portal and provide feedback through a short evaluation questionnaire.

Confidentiality:

All data collected throughout this project will be handled with the utmost confidentiality and in accordance with University College Cork's ethical research standards. You will be allocated a code user ID for the data collection and analysis.

Your email address will be stored separately from your survey results and will only be used to contact you about Phase 2. After the project is complete, all identifying information will be removed from the data for analysis.

Your Rights:

Your participation in this project is entirely voluntary. You have the right to withdraw from the study at any time without any consequences. You can also choose not to answer any specific questions in the survey or evaluation questionnaire.

Contact:

If you have any questions or concerns about this project, please feel free to contact me at
121316851@umail.ucc.ie

Consent:

By signing below, you indicate that you have read and understood this consent form and agree to participate in Phase 1 and Phase 2 of the "Exploring Leadership Development Through Interactive Twine Simulations" project.

Participant Name (Print): _____

Participant Signature: _____

Date: _____

Appendix C – Participant Number Allocation and VARK Questionnaire Learning Preference Results

Participant	Vark Scores				Vark Learning Preference
	Visual	Aural	Read/Write	Kinesthetic	
1	8	7	7	5	Multimodal (VARK)
2	0	10	4	5	Strong Aural
3	12	7	12	14	Multimodal(VRK)
4	5	11	13	1	Multimodal(AR)
5	6	14	13	9	Multimodal (VARK)
6	8	8	7	12	Multimodal (VARK)
7	13	3	2	14	Multimodal(VK)
8	1	9	11	8	Multimodal (ARK)
9	2	10	0	4	Very Strong Aural
10	11	3	4	13	Multimodal (VK)
11	6	12	7	12	Multimodal(AK)
12	11	7	12	12	Multimodal (VARK)
13	8	8	2	11	Multimodal(VAK)
14	3	3	5	7	Mild Kinesthetic
15	0	1	11	4	Very Strong R
16	4	11	3	8	Mild Aural
17	8	7	7	9	Multimodal(VARK)
18	1	8	2	5	Mild Aural
19	10	6	8	10	Multimodal (VARK)
20	4	2	2	9	Strong Kinesthetic

Appendix D – Participant Reflection- Heart of Change

Reflective Log Template



Reflective Log - Heart of Change Module

Please take a couple of minutes to reflect on the Heart of Change Management module.

1. My 3 Key Learnings From The Heart of Change Management Module Are As Follows (short points will suffice)

2. What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

3. How Will I Apply the Change Management Learnings in My Work?

4. Which Tool Reasonated With Me Most In Terms of My Learning?

- Video
- Reading the written extract
- Listening to the audio/podcast
- Doing the quiz
- Doing the interactive scenario exercises
- A combination of the tools - please comment which combination of tools in the comment box below

Please elaborate if a combination of tools:

5. Leaving your name is optional.

First name

Last name

Can you please return to the main window to complete the second module?

Participant Reflections

Reflective Log - Heart of Change Module

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, March 03, 2025 2:04:10 PM
Last Modified: Monday, March 03, 2025 3:01:37 PM
Time Spent: 00:57:27
IP Address: 143.239.67.251

Page 1

Q1

My 3 Key Learnings From The Heart of Change Management Module Are As Follows (short points will suffice)

The 'see, feel and change' concept is integral to change management.

Large-scale change tends to happen when people 'feel' differently, since connecting with people's emotions is the primary driver of change.

Creating short-term wins is important when trying to implement change.

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

For me, I am aware that good communication is important when trying to communicate change. I need to focus on creating clear and simple communications.

Q3

How Will I Apply the Change Management Learnings in My Work?

I will endeavour to employ the 'see-feel-change' theory when trying to manage change as it is a structured approach and it will help me to maintain focus. Clear communication of my vision and ideas will also be key in making a compelling case for change.

Q4

Listening to the audio/podcast

Which Tool Reasonated With Me Most In Terms of My Learning?

Q5

Leaving your name is optional.

First name

Last name

A large gray rectangular box used to redact the user's first and last names.

Reflective Log - Heart of Change Module

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, March 04, 2025 7:17:43 PM
Last Modified: Tuesday, March 04, 2025 7:25:45 PM
Time Spent: 00:08:02
IP Address: 143.239.9.4

Page 1

Q1

My 3 Key Learnings From The Heart of Change Management Module Are As Follows (short points will suffice)

- *60/40 for heart/mind in last change
- *Relevance of theories of The Heart of Change from a micro/personal level to macro/societal
- *Idea of guiding others to their own 'ah ha' moment

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

Not entirely sure what I learned about myself as I was already familiar with Kotter's 8 Steps of Change.

Q3

How Will I Apply the Change Management Learnings in My Work?

Ask more frequently 'What's the story we want to tell'?

Q4

Which Tool Reasonated With Me Most In Terms of My Learning?

A combination of the tools - please comment which combination of tools in the comment box below

Please elaborate if a combination of tools::

Difficult to describe which resonated the most because they all built on one another. During the podcast, I could see the keywords that I had read in the extract or that were said in the video. The quiz was good for letting me talk out my answer and then compare with the sample answers. The interactive scenario elicited the most emotion as I was frustrated at the initial options and that made me reflect on which options I would've preferred to see there instead.

Q5

Respondent skipped this question

Leaving your name is optional.

Reflective Log - Heart of Change Module

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, March 06, 2025 9:57:37 AM
Last Modified: Thursday, March 06, 2025 10:00:00 AM
Time Spent: 00:02:22
IP Address: 78.152.232.18

Page 1

Q1

My 3 Key Learnings From The Heart of Change Management Module Are As Follows (short points will suffice)

1. See, feel, change concept
 2. Win the Hearts & minds
 3. Ensuring the vision is right
-

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

that maybe through change activities I don't focus enough on repeating the message and why

Q3

How Will I Apply the Change Management Learnings in My Work?

Be more focussed on the steps involved and recomunicating the why, vision etc

Q4

[Listening to the audio/podcast](#)

Which Tool Reasonated With Me Most In Terms of My Learning?

Q5

Leaving your name is optional.

First name

Last name



Reflective Log - Heart of Change Module

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, March 06, 2025 7:49:27 PM
Last Modified: Thursday, March 06, 2025 7:52:20 PM
Time Spent: 00:02:53
IP Address: 109.76.139.196

Page 1

Q1

My 3 Key Learnings From The Heart of Change Management Module Are As Follows (short points will suffice)

Feeling is more important than data
The desire for change can be impeded by fear and pessimism
Celebrating successful change isn't enough, complacency will hinder progress

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

That others priorities rarely align with my own
The definitions of success are not singular

Q3

How Will I Apply the Change Management Learnings in My Work?

Work on convincing others to want to change rather than work to make a change

Q4

Doing the quiz

Which Tool Reasonated With Me Most In Terms of My Learning?

Q5

Respondent skipped this question

Leaving your name is optional.

Reflective Log - Heart of Change Module

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, March 12, 2025 11:47:54 PM
Last Modified: Wednesday, March 12, 2025 11:52:59 PM
Time Spent: 00:05:05
IP Address: 51.37.23.198

Page 1

Q1

My 3 Key Learnings From The Heart of Change Management Module Are As Follows (short points will suffice)

- Connection is more important than facts when trying to manage change.
 - Emotions drive better change implementation when people feel included and responsible
 - Consistency is the key to sustainability
-

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

- 1) I have been taking a more fact based approach to change. It has made me more conscious about change and how I will manage it.
 - 2) I see how some of the change tactics my team have tried to implement have failed. Perhaps it is not the change itself but the fear or the inability to consistently drive it forward.
-

Q3

How Will I Apply the Change Management Learnings in My Work?

I would use these guiding principles learned in this module to prepare for new changes and to embed better change processes.

Q4

[Listening to the audio/podcast](#)

Which Tool Reasonated With Me Most In Terms Of My Learning?

Q5

[Respondent skipped this question](#)

Leaving your name is optional.

Reflective Log - Heart of Change Module

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, March 13, 2025 10:53:11 AM
Last Modified: Thursday, March 13, 2025 11:08:24 AM
Time Spent: 00:15:13
IP Address: 77.107.207.253

Page 1

Q1

My 3 Key Learnings From The Heart of Change Management Module Are As Follows (short points will suffice)

Small changes in a person are more effective than big ones
You have to link the change to an emotion for it to be effective
Having the shared vision and team will help

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

During a self learning module I find it difficult to stay focused and motivated.

Q3

How Will I Apply the Change Management Learnings in My Work?

The idea of small changes was useful so I will be more considerate of those

Q4

Which Tool Reasonated With Me Most In Terms of My Learning?

Listening to the audio/podcast,

Please elaborate if a combination of tools::

Video was good too but it was mostly listening rather than looking at visual examples

Q5

Leaving your name is optional.

First name

Last name



Reflective Log - Heart of Change Module

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, March 13, 2025 11:28:34 AM
Last Modified: Thursday, March 13, 2025 11:43:14 AM
Time Spent: 00:14:39
IP Address: 77.107.207.253

Page 1

Q1

My 3 Key Learnings From The Heart of Change Management Module Are As Follows (short points will suffice)

- We should keep our focus on emotions and motivations rather than just processes and policies;
 - Effective communication helps reduce resistance and build support;
 - Involving employees in the change process fosters ownership and commitment.
-

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

Reading The Heart of Change made me realize that I tend to focus heavily on results and practical outcomes, often overlooking the importance of people's feelings and motivations. This module highlighted that successful change is driven not just by clear goals but by engaging and motivating those involved.

One key takeaway for me is the importance of guidance. In a fast-paced work environment, it's easy to assume that people will naturally do what they're paid to do. However, without clear direction and support, they may struggle to achieve the desired results — and, more importantly, sustain them over time. This reminder has encouraged me to be more mindful of providing guidance and fostering motivation to ensure lasting success.

Q3

How Will I Apply the Change Management Learnings in My Work?

By listening more to what people have to say and providing guidance and support, we can help them achieve their goals and foster a more motivated and successful team.

Q4

Which Tool Reasonated With Me Most In Terms of My Learning?

A combination of the tools - please comment which combination of tools in the comment box below

Please elaborate if a combination of tools::
Listening to the audio/podcast and reading the written extract.

Q5

Leaving your name is optional.

First name

Last name

Reflective Log - Heart of Change Module

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, March 13, 2025 5:00:31 PM
Last Modified: Thursday, March 13, 2025 5:09:26 PM
Time Spent: 00:08:55
IP Address: 178.250.114.122

Page 1

Q1

My 3 Key Learnings From The Heart of Change Management Module Are As Follows (short points will suffice)

The Importance of effective leadership in the managing of a teams overall morale and satisfaction. That some people resist change because of psychological investment int the status quo. That complacency, immobilization, deviance and pessimism are the main barriers to success that are barriers to successful change.

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

That i sometimes resist change using the 4 behaviors without fully realizing it and that i need to have a better mindset.
That effective change i have been part of has enacted the principles of Kotter and Cohen as they appealed to emotion rather than pure fact to motivate us.

Q3

How Will I Apply the Change Management Learnings in My Work?

This will change my approach to dealing with team members during times of change and give me better tools to ensure success. It will also help me deal with changes I'm subjected to from higher up and try to see things from a different, more level-headed perspective.

Q4

Doing the interactive scenario exercises

Which Tool Reasonated With Me Most In Terms of My Learning?

Q5

Leaving your name is optional.

First name

Last name



Reflective Log - Heart of Change Module

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, March 13, 2025 11:40:45 PM
Last Modified: Thursday, March 13, 2025 11:48:04 PM
Time Spent: 00:07:19
IP Address: 86.40.161.60

Page 1

Q1

My 3 Key Learnings From The Heart of Change Management Module Are As Follows (short points will suffice)

1. In order to change, there must be a sense of urgency.
 2. I had never heard of the see-feel-change dynamic before this training. It makes a lot of sense now.
 3. In order for change to stick, the culture of the person(s) looking for change needs to adjust.
-

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

1. I think that I lack urgency when trying to change and that's why I don't always succeed.
 2. I sometimes struggle with sticking to changes, this could be partially down to my attitude and culture not changing.
-

Q3

How Will I Apply the Change Management Learnings in My Work?

I will try the see-feel-change method, and also try introducing early wins to keep up my momentum when trying to change.

Q4

Listening to the audio/podcast

Which Tool Reasonated With Me Most In Terms of My Learning?

Q5

Respondent skipped this question

Leaving your name is optional.

Reflective Log - Heart of Change Module

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, March 14, 2025 1:47:57 PM
Last Modified: Friday, March 14, 2025 1:56:21 PM
Time Spent: 00:08:24
IP Address: 165.197.221.5

Page 1

Q1

My 3 Key Learnings From The Heart of Change Management Module Are As Follows (short points will suffice)

1. In order for change management to be successful, you have to appeal to peoples emotions and not just try to change how they think.
 2. A good leader will provide their team with a clear action plan for the change, try to remove obstacles and will regularly check in with the team on their progress.
 3. Change management is a long process that takes time to be successful.
-

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

1. Many of the decisions I make are likely fueled by my emotional brain.
 2. Humans are emotional beings and will not act on something if they do not truly believe in it.
-

Q3

How Will I Apply the Change Management Learnings in My Work?

I will take more time to try to connect with colleagues when trying to implement a change

Q4

Which Tool Reasonated With Me Most In Terms of My Learning?

A combination of the tools - please comment which combination of tools in the comment box below

Please elaborate if a combination of tools::

Video to introduce concept followed by written piece with more detail

Q5

Leaving your name is optional.

First name

Last name



Reflective Log - Heart of Change Module

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, March 14, 2025 7:10:17 PM
Last Modified: Friday, March 14, 2025 7:36:09 PM
Time Spent: 00:25:52
IP Address: 37.228.205.36

Page 1

Q1

My 3 Key Learnings From The Heart of Change Management Module Are As Follows (short points will suffice)

1. change is not always only based on logic, lasting change happens when people are driven by their heart not data.
 2. Creating a vision is crucial for implementing change in an organisation. Your vision should be clear so that others can follow.
 3. In order to implement change you need a diverse team of people who are passionate about the vision and have influence within the organisation and can convince people to come along.
-

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

After completing this module I have realised that I rely too heavily on logic and data and may be better able to influence others by appealing to their emotions. My two key reflections are that lack of self confidence, pessimism and "this is how it's always been done" attitude are barriers to change and it can be quite difficult to drive change in an organisation. To create lasting change in an organisation cultural changes would need to be introduced.

Q3

How Will I Apply the Change Management Learnings in My Work?

The next time I identify an issue or opportunity in my organisation I will consider the emotional drivers when formulating a vision to improve the situation.

Q4

Which Tool Reasonated With Me Most In Terms of My Learning?

A combination of the tools - please comment which combination of tools in the comment box below

Please elaborate if a combination of tools::
the video, podcast and doing the interactive scenario exercises.

Q5

Respondent skipped this question

Leaving your name is optional.

Reflective Log - Heart of Change Module

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Saturday, March 15, 2025 10:14:03 AM
Last Modified: Saturday, March 15, 2025 10:26:37 AM
Time Spent: 00:12:33
IP Address: 89.19.67.218

Page 1

Q1

My 3 Key Learnings From The Heart of Change Management Module Are As Follows (short points will suffice)

1. You must make people excited for them to make a change.
 2. Creating urgency so that people actually make a change is crucial.
 3. Complacency, fear, anger, and pessimism are key barriers to change.
-

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

1. I don't create a proper sense of urgency when I try to change
 2. I must create a plan when I want to make a change
-

Q3

How Will I Apply the Change Management Learnings in My Work?

I will actively plan a change I want to make and create a deadline for achieving that plan to create a sense of urgency

Q4

Video

Which Tool Reasonated With Me Most In Terms Of My Learning?

Q5

Respondent skipped this question

Leaving your name is optional.

Appendix E – Participant Reflection- Growth Mindset

Reflective Log Template



Reflective Log - Growth Mindset Module

Please take a couple of minutes to reflect on the Change Management module.

1. My 3 Key Learnings From The Growth Mindset Module Are As Follows (short points will suffice)

2. What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

3. How Will I Apply the Growth Mindset Learnings in My Work?

4. Which Tool Reasonated With Me Most In Terms Of My Learning?

- Video
- Reading the written extract
- Listening to the audio/podcast
- Doing the quiz
- Doing the interactive scenario exercises
- A combination of the tools - please comment which combination of tools in the comment box below

Please elaborate if a combination of tools:

5. Leaving Your Name is Optional

First name

Last name

Participant Reflections

Reflective Log - Growth Mindset Module

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Monday, March 03, 2025 3:21:21 PM
Last Modified: Monday, March 03, 2025 3:30:32 PM
Time Spent: 00:09:10
IP Address: 143.239.67.251

Page 1

Q1

My 3 Key Learnings From The Growth Mindset Module Are As Follows (short points will suffice)

My 3 key learnings from the Growth Mindset module are as follows:

Growth mindset is a fundamental belief that basic qualities can be developed through effort, strategies and help from others. Fundamentally, it is a belief in the value of raw talent and a belief in everyone's ability.

Growth-minded leaders see an 'imperfect' person and support the growth of that person as they collaborate and learn together

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

I learned that I have a growth mindset for the most part but I can have a fixed mindset from time-to-time and with this mindset, I may sometimes miss out on opportunities that come my way. Improving my growth mindset is a clear learning opportunity.

Q3

How Will I Apply the Growth Mindset Learnings in My Work?

I will try to reduce the self-critical and anxious voice. By challenging this voice, I expect that my self-talk will become kinder and more encouraging. This may help to shift my thinking and in doing so, improve my resilience.

Q4

Listening to the audio/podcast

Which Tool Reasoned With Me Most In Terms of My Learning?

Q5

Leaving Your Name is Optional

First name

Last name



Reflective Log - Growth Mindset Module

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Thursday, March 06, 2025 9:44:55 AM
Last Modified: Thursday, March 06, 2025 9:48:27 AM
Time Spent: 00:03:32
IP Address: 78.152.232.18

Page 1

Q1

My 3 Key Learnings From The Growth Mindset Module Are As Follows (short points will suffice)

1. adapting a growth mindset can support my learning experience
 2. focusing on self compassion and positive reframing helps
 3. effort = reward :)
-

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

Be open to new experiences and acknowledging the learning and growth in the experience

Q3

How Will I Apply the Growth Mindset Learnings in My Work?

Be curious and open to new experiences to enable my growth

Q4

Which Tool Reasonated With Me Most In Terms of My Learning?

Listening to the audio/podcast,
Please elaborate if a combination of tools::
Very interesting discussion and seemed liked a natural conversation which helped staying focused on it

Q5

Leaving Your Name is Optional

First name

Last name

Reflective Log - Growth Mindset Module

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COMPLETE

Collector: Web Link 2 (Web Link)
Started: Thursday, March 06, 2025 8:38:26 PM
Last Modified: Thursday, March 06, 2025 8:47:12 PM
Time Spent: 00:08:46
IP Address: 109.76.139.196

Page 1

Q1

My 3 Key Learnings From The Growth Mindset Module Are As Follows (short points will suffice)

That many people think that intelligence is fixed.

Praising a child in their formative years on their success can be destructive in the long term rather than praising their effort made.

Sharing experiences about failures can empower others to try new things

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

That I should consider failure as a positive more often

That others have experienced failure in their lives and I should relate to that

Q3

How Will I Apply the Growth Mindset Learnings in My Work?

My workplace isn't receptive to these ideas, so no action will be taken

Q4

Doing the interactive scenario exercises

Which Tool Reasonated With Me Most In Terms of My Learning?

Q5

Respondent skipped this question

Leaving Your Name is Optional

Reflective Log - Growth Mindset Module

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Thursday, March 06, 2025 10:41:38 PM
Last Modified: Thursday, March 06, 2025 10:45:23 PM
Time Spent: 00:03:45
IP Address: 109.76.139.196

Page 1

Q1

My 3 Key Learnings From The Growth Mindset Module Are As Follows (short points will suffice)

1. I have learned the difference between a fixed and growth mindset.
2. I have learned how a growth mindset is more beneficial as an employee.
3. I have learned that a growth mindset is also a positive attribute to bring towards relationships.

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

I learned that I have some aspects of myself that are currently fixed mindsets, and I need to start correcting that towards a growth mindset.

I learned to not be so afraid of failure.

Q3

How Will I Apply the Growth Mindset Learnings in My Work?

I will push myself towards more challenging tasks.

Q4

Which Tool Reasoned With Me Most In Terms of My Learning?

A combination of the tools - please comment which combination of tools in the comment box below

Please elaborate if a combination of tools::

Interactive scenario and reading the written extract

Q5

Leaving Your Name is Optional

First name

Last name



COMPLETE

Collector: Web Link 2 (Web Link)
Started: Tuesday, March 11, 2025 12:29:47 PM
Last Modified: Tuesday, March 11, 2025 12:32:23 PM
Time Spent: 00:02:36
IP Address: 143.239.45.46

Page 1

Q1

My 3 Key Learnings From The Growth Mindset Module Are As Follows (short points will suffice)

Adapt and adopt for better growth

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

Try to adapt as situation comes your way so that new things can be learnt and applied.

Q3

How Will I Apply the Growth Mindset Learnings in My Work?

Listen to colleagues and work as a team

Q4

Listening to the audio/podcast

Which Tool Reasoned With Me Most In Terms of My Learning?

Q5

Leaving Your Name is Optional

First name

Last name



Reflective Log - Growth Mindset Module

COMPLETE

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Started: Tuesday, March 11, 2025 7:45:50 PM
Last Modified: Tuesday, March 11, 2025 7:49:11 PM
Time Spent: 00:03:21
IP Address: 80.233.39.165

Page 1

Q1

My 3 Key Learnings From The Growth Mindset Module Are As Follows (short points will suffice)

I need to Be willing to learn
A growth mindset helps me be more accurate in estimating my
Lean on your friends to enhance your mindset
abilities and limitations.

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

Its okay to ask for help and I can always better myself and continue to learn

Q3

How Will I Apply the Growth Mindset Learnings in My Work?

I will take my time and break down the tasks

Q4

Video

Which Tool Reasonated With Me Most In Terms of My Learning?

Q5

Leaving Your Name is Optional

First name

Last name



Reflective Log - Growth Mindset Module

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Tuesday, March 11, 2025 9:39:22 PM
Last Modified: Tuesday, March 11, 2025 9:43:50 PM
Time Spent: 00:04:27
IP Address: 5.180.61.100

Page 1

Q1

My 3 Key Learnings From The Growth Mindset Module Are As Follows (short points will suffice)

that it is important not to measure self worth on accomplishments rather to focus on improving little by little

The goal is to test and fail. to have in mind the idea that failure is a means to an end not an end in itself.

To keep going and stay focused on learning from the failures and to practice self compassion and self care

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

I learnt that it is easy to forget to look after yourself when in a perceived high stress situation. To give myself some space to make mistakes and to grow

Q3

How Will I Apply the Growth Mindset Learnings in My Work?

I will constantly remind myself that I am only human and that we learn through making mistakes and communicating honestly. That if i have a weak area of skills, this does not define me as a person, it simply points in the direction to which i must work on

Q4

Which Tool Reasonated With Me Most In Terms of My Learning?

Video,

Please elaborate if a combination of tools:::
the podcast also helped

Q5

Leaving Your Name is Optional

First name

Last name



COMPLETE

Collector: Web Link 2 (Web Link)
Started: Tuesday, March 11, 2025 10:12:41 PM
Last Modified: Tuesday, March 11, 2025 10:27:35 PM
Time Spent: 00:14:53
IP Address: 37.228.251.8

Page 1

Q1

My 3 Key Learnings From The Growth Mindset Module Are As Follows (short points will suffice)

1. When trying to convey a need for change, it's important to first motivate people to get on board by influencing them through their emotions. Eg. will the change effect the organisation for the better/ change the DNA of the organisation.
 2. Communication is not clearly delivered if it's to the point, and fits on the page. You want to get the important message across without overwhelming people, which could lead to demotivation. Communication should be delivered in a heartfelt way to bring people along with you.
 3. The change should be split into manageable sections, and each stage should be recognised to create short term wins, this helps to motivate the team . People's hard work is recognised and helps with the change to be delivered in a time-efficient way by staying on track.
-

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

1. I recently did a Myers Briggs test, I scored ISFJ. While some facts help me, and I work hard because I don't want to let my team down, feelings for me are a huge motivational factor for me in the workplace.
 2. Short term wins. I have a very busy working schedule, and sometimes can feel overwhelmed by my workload, which can lead to stress, tiredness and frustration. I must remember to pause and see how far I have come when organising a project or event, and recognise the hard work put into it, rather than just focusing on the bigger picture of the project.
-

Q3

How Will I Apply the Growth Mindset Learnings in My Work?

Try to implement the short term goal strategy as mentioned above. I think this will help with my own wellbeing, which will in turn help with my communication and teamwork abilities at work.

Q4

Which Tool Reasonated With Me Most In Terms of My Learning?

A combination of the tools - please comment which combination of tools in the comment box below

,
Please elaborate if a combination of tools::
Quiz and interactive excercises

Reflective Log - Growth Mindset Module

Q5

Leaving Your Name is Optional

First name

Last name



Reflective Log - Growth Mindset Module

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Tuesday, March 11, 2025 12:58:21 PM
Last Modified: Wednesday, March 12, 2025 2:55:07 PM
Time Spent: Over a day
IP Address: 143.239.9.5

Page 1

Q1

My 3 Key Learnings From The Growth Mindset Module Are As Follows (short points will suffice)

- Positive labels like "gifted" and "talented" can have a negative effect on motivation
 - The long-term impact of a fixed mindset
 - Examples of mindsets in different domains
-

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

1. Initially, I bristled at the phrase 'growth mindset' as I've spent most of my career outside higher education and have associated the phrase as cliche and overly used by certain entrepreneurial personalities. However, through this activity, I was forced to sit with those uncomfortable feelings, reflect on why I had a prejudice toward the phrase, and admit that there was value to the fixed/growth mindset dichotomy.
 2. Through this module I was able to see where I was applying a growth mindset and also see examples where I was still in a fixed mindset.
-

Q3

How Will I Apply the Growth Mindset Learnings in My Work?

Shift my perfectionistic tendencies to be kinder to myself when things don't go 'right' and model how to reframe these as opportunities.

Q4

Which Tool Reasoned With Me Most In Terms of My Learning?

A combination of the tools - please comment which combination of tools in the comment box below

,
Please elaborate if a combination of tools:::
I enjoyed the interactive scenario exercises and the written extract. It was much easier to refer back to the written extract when doing my reflections.

Q5

Respondent skipped this question

Leaving Your Name is Optional

Reflective Log - Growth Mindset Module

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Wednesday, March 12, 2025 8:09:33 PM
Last Modified: Wednesday, March 12, 2025 8:28:33 PM
Time Spent: 00:18:59
IP Address: 37.228.249.165

Page 1

Q1

My 3 Key Learnings From The Growth Mindset Module Are As Follows (short points will suffice)

I want to think more positively, embrace new opportunities, and, if I fail, consider what I have learned from them.

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

I notice that I sometimes have a fixed mindset. My two key reflections are to put effort into learning new abilities and to have an open mind when facing new challenges.

Q3

How Will I Apply the Growth Mindset Learnings in My Work?

I won't be afraid to be involved in new projects at work.

Q4

Listening to the audio/podcast

Which Tool Reasonated With Me Most In Terms of My Learning?

Q5

Respondent skipped this question

Leaving Your Name is Optional

Reflective Log - Growth Mindset Module

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Wednesday, March 12, 2025 11:10:41 PM
Last Modified: Wednesday, March 12, 2025 11:13:33 PM
Time Spent: 00:02:51
IP Address: 212.129.81.122

Page 1

Q1

My 3 Key Learnings From The Growth Mindset Module Are As Follows (short points will suffice)

The belief that basic qualities can be developed through effort, strategies, and help from others.

Challenges are opportunities to grow.

The power of the word 'yet.'

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

I use this mindset a lot in life and in my profession.

This mindset is crucial for success in any field.

Q3

How Will I Apply the Growth Mindset Learnings in My Work?

I use it every day to get pupils to view mistakes as opportunities to grow and challenge themselves.

Q4

[Video](#)

Which Tool Reasoned With Me Most In Terms of My Learning?

Q5

Leaving Your Name is Optional

First name

Last name



Reflective Log - Growth Mindset Module

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Wednesday, March 12, 2025 11:59:54 PM
Last Modified: Thursday, March 13, 2025 12:03:15 AM
Time Spent: 00:03:20
IP Address: 51.37.23.198

Page 1

Q1

My 3 Key Learnings From The Growth Mindset Module Are As Follows (short points will suffice)

- Mindsets can be changed.
- Changes in mindsets can shift company cultures dramatically.
- Growth mindsets do not see @failure@ as failure.

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

- I have a mix of fixed and growth mindsets in certain areas.
- I can change my mindset where I believed I was fixed by changing my thought patterns.

Q3

How Will I Apply the Growth Mindset Learnings in My Work?

I will bring this back to be conscious of where my fixed mindset takes over and use this as an opportunity to change my teams dynamic.

Q4

Listening to the audio/podcast

Which Tool Reasonated With Me Most In Terms of My Learning?

Q5

Respondent skipped this question

Leaving Your Name is Optional

Reflective Log - Growth Mindset Module

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Thursday, March 13, 2025 9:55:07 AM
Last Modified: Thursday, March 13, 2025 9:56:43 AM
Time Spent: 00:01:36
IP Address: 51.171.238.70

Page 1

Q1

My 3 Key Learnings From The Growth Mindset Module Are As Follows (short points will suffice)

Changing mindsets are tough
Messages can be fixed-mindset (judging traits) or growth-mindset
(committing to development).

Q2

Respondent skipped this question

What Did I Learn About Myself During This Module?

What Are My Two Key Reflections?

Q3

Respondent skipped this question

How Will I Apply the Growth Mindset Learnings in My Work?

Q4

Doing the interactive scenario exercises

Which Tool Reasoned With Me Most In Terms of My Learning?

Q5

Respondent skipped this question

Leaving Your Name is Optional

Reflective Log - Growth Mindset Module

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Thursday, March 13, 2025 11:14:56 AM
Last Modified: Thursday, March 13, 2025 11:24:33 AM
Time Spent: 00:09:37
IP Address: 77.107.207.253

Page 1

Q1

My 3 Key Learnings From The Growth Mindset Module Are As Follows (short points will suffice)

Growth mindset is a more healthy way of thinking and communicating to others.

In regard to children, being open with a growth mindset can give them the ability to reflect and not get caught up with mistakes

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

I am a bit of a perfectionist focusing on the end result more than the journey

I have a fixed mindset about a few things where I don't want to take on extra responsibility etc

Q3

How Will I Apply the Growth Mindset Learnings in My Work?

using a growth mindset with mentoring will be beneficial

Q4

Listening to the audio/podcast

Which Tool Reasoned With Me Most In Terms of My Learning?

Q5

Leaving Your Name is Optional

First name

Last name



Reflective Log - Growth Mindset Module

COMPLETE

Collector: Web Link 2 ([Web Link](#))
Started: Thursday, March 13, 2025 5:37:11 PM
Last Modified: Thursday, March 13, 2025 5:41:43 PM
Time Spent: 00:04:31
IP Address: 77.107.207.253

Page 1

Q1

My 3 Key Learnings From The Growth Mindset Module Are As Follows (short points will suffice)

- View challenges as opportunities to promote personal and professional growth;
- Constructive criticism is valuable for improvement;
- Maintaining effort and resilience leads to long-term success.

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

I realized that I sometimes shy away from challenges, fearing failure. And embracing a growth mindset means being more open to learning from mistakes and seeing setbacks as valuable experiences.
Another thing is that I can be hesitant to accept constructive criticism at times. Developing a growth mindset means actively seeking feedback to improve and grow both personally and professionally.

Q3

How Will I Apply the Growth Mindset Learnings in My Work?

I will approach complex tasks with a positive attitude, seeing them as opportunities to learn and grow rather than obstacles. And when facing setbacks, I will focus on finding solutions rather than dwelling on mistakes, maintaining a proactive and positive mindset.

Q4

[Listening to the audio/podcast](#)

Which Tool Reasoned With Me Most In Terms of My Learning?

Q5

Leaving Your Name is Optional

First name

Last name

A large gray rectangular box used to redact the user's name.

Reflective Log - Growth Mindset Module

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Thursday, March 13, 2025 5:38:25 PM
Last Modified: Thursday, March 13, 2025 5:46:32 PM
Time Spent: 00:08:07
IP Address: 178.250.114.122

Page 1

Q1

My 3 Key Learnings From The Growth Mindset Module Are As Follows (short points will suffice)

The importance of being open and not having a fixed mindset in what i do to be open to growth opportunities.
That not succeeding in getting the desired outcome something isn't a failure but its important to reframe it as a growth opportunity.
That negative labels and framing can overall do harm to growth and development potential of employees and team members

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

That i need to focus on the experience gained in completing a task/ project and not solely base the quality of my work on the outcome which sometimes demotivates me and stops me from taking on growth opportunities.
I currently approach things with a fixed mindset sometimes, as i put up mental blocks for myself and i need to work on this to embrace more of a growth mindset, especially when doing things outside of my comfort zone.

Q3

How Will I Apply the Growth Mindset Learnings in My Work?

I will make an active effort to have a growth mindset and value the growth made and stalls gained during a project and not just the end output.

Q4

Doing the interactive scenario exercises

Which Tool Reasonated With Me Most In Terms of My Learning?

Q5

Leaving Your Name is Optional

First name

Last name



Reflective Log - Growth Mindset Module

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Thursday, March 13, 2025 6:33:56 PM
Last Modified: Thursday, March 13, 2025 6:36:22 PM
Time Spent: 00:02:26
IP Address: 137.191.243.67

Page 1

Q1

My 3 Key Learnings From The Growth Mindset Module Are As Follows (short points will suffice)

Dont be afraid of failure
Share experiences
Take on challenges

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

I need to face more challenges without the fear of failure

Q3

How Will I Apply the Growth Mindset Learnings in My Work?

Take on more challenges

Q4

Doing the interactive scenario exercises

Which Tool Reasonated With Me Most In Terms of My Learning?

Q5

Respondent skipped this question

Leaving Your Name is Optional

Reflective Log - Growth Mindset Module

COMPLETE

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Started: Friday, March 14, 2025 12:13:47 AM
Last Modified: Friday, March 14, 2025 12:18:26 AM
Time Spent: 00:04:38
IP Address: 86.40.161.60

Page 1

Q1

My 3 Key Learnings From The Growth Mindset Module Are As Follows (short points will suffice)

1. The reaction to failure can determine what mindset you have.
 2. Champions are those with growth mindsets who see opportunities for change and growth.
 3. Encouraging children by telling them they're smart can be counter-productive.
-

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

1. I should start seeing failures as opportunities for growth.
 2. Encourage children/ myself that I am hardworking instead of smart to see more determination.
-

Q3

How Will I Apply the Growth Mindset Learnings in My Work?

I will try encouraging myself that I am hardworking and determined instead of smart to encourage momentum to keep going and avoid crash and burning out.

Q4

Listening to the audio/podcast

Which Tool Reasoned With Me Most In Terms of My Learning?

Q5

Respondent skipped this question

Leaving Your Name is Optional

COMPLETE

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Last Modified: Friday, March 14, 2025 2:21:08 PM
Time Spent: 00:05:57
IP Address: 165.197.221.5

Page 1

Q1

My 3 Key Learnings From The Growth Mindset Module Are As Follows (short points will suffice)

1. Growth mindsets are essential in order for companies to succeed.
 2. In order to promote growth mindsets, people need to be praised for their efforts rather than their achievements.
 3. Failure should be seen as an opportunity to learn and grow.
-

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

1. It made me reflect on the mindset of the company I work for.
 2. I think I can make more of an effort to try to promote more of a growth mindset in how I speak to myself.
-

Q3

How Will I Apply the Growth Mindset Learnings in My Work?

I will try to promote an environment where individuals are not blamed for making mistakes and are encouraged to ask questions to improve their knowledge and skills

Q4

Which Tool Reasoned With Me Most In Terms of My Learning?

A combination of the tools - please comment which combination of tools in the comment box below

Please elaborate if a combination of tools::

An audio/visual tool in combination with written tool

Q5

Leaving Your Name is Optional

First name

Last name



Reflective Log - Growth Mindset Module

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Saturday, March 15, 2025 10:39:41 AM
Last Modified: Saturday, March 15, 2025 10:53:25 AM
Time Spent: 00:13:43
IP Address: 89.19.67.218

Page 1

Q1

My 3 Key Learnings From The Growth Mindset Module Are As Follows (short points will suffice)

1. Direct praise isn't always a good thing
 2. We are constantly evolving and changing
 3. It's important to have a growth mindset in your personal relationships to change and evolve together
-

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

1. It's good for me to do things that are outside of my comfort zone
 2. Not to take praise too literally
-

Q3

How Will I Apply the Growth Mindset Learnings in My Work?

Take on different task types and take it as an opportunity to grow and learn

Q4

[Video](#)

Which Tool Reasonated With Me Most In Terms of My Learning?

Q5

[Respondent skipped this question](#)

Leaving Your Name is Optional

Reflective Log - Growth Mindset Module

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Friday, March 14, 2025 7:42:50 PM
Last Modified: Saturday, March 15, 2025 11:05:39 AM
Time Spent: 15:22:48
IP Address: 37.228.205.36

Page 1

Q1

My 3 Key Learnings From The Growth Mindset Module Are As Follows (short points will suffice)

1. The impact that a fixed vs growth mindset can have on our everyday lives
 2. Those with a growth mindset have more insight into their abilities, they are not afraid of a challenge but welcome it.
 3. It is possible to change mindsets, using a number of practical techniques like formulating a specific plan and checking in on yourself regularly to change attitude.
-

Q2

What Did I Learn About Myself During This Module? What Are My Two Key Reflections?

While I would describe myself as having a growth mindset, there are definitely areas that I can improve on. I would like to focus more on long term growth in work rather than just working towards the small wins.

Q3

How Will I Apply the Growth Mindset Learnings in My Work?

I will be more conscious of the way I speak to myself in my head, I will push myself outside my comfort zone more in my work.

Q4

Listening to the audio/podcast

Which Tool Reasonated With Me Most In Terms of My Learning?

Q5

Respondent skipped this question

Leaving Your Name is Optional

Appendix F – Participant Evaluation- Overall

Overall Evaluation Template



Exploring Leadership Development Through Interactive Simulations

Overall Evaluation

Thank you for participating in my project. I am curious to hear about your experience using my interactive simulations. Your feedback is essential for my Final Year Project report.

* 1. How effectively did the training materials cater to your preferred learning style?

	Very Well	Well	Somewhat	Not At All
Video Material	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Audio/Podcast Material	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reading Extracts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quiz Sheets	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Twine Interactive Scenarios Exercises	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please elaborate if you wish to do so

* 2. Were there sufficient opportunities for you to learn in a way that best suits you?

- Yes
- No
- Unsure

Please comment if you wish to do so

* 3. Did the training materials and activities keep you engaged and motivated?

- Yes for the most part
- No for the most part

Please comment if you wish to do so

4. Referring to Your VARK score - This question is for Visual learners only - Did you find the video content clear and engaging?

- Yes for the most part
- No for the most part

Please elaborate if you wish to do so

5. Referring to Your VARK score - This question is for Auditory learners only - Were the audio clips/podcasts beneficial for you?

- Yes for the most part
- No for the most part

Please elaborate if you wish to do so

6. Referring to Your VARK score - This question is for Read/Write learners only - Were the written extracts and quizzes beneficial for you?

- Yes for the most part
- No for the most part

Please elaborate if you wish to do so

7. Referring to Your VARK score - This question is for Kinesthetic learners only - Did the interactive TWINE simulation exercise with different scenarios allow you to actively engage with the material and feel like it was a real life scenario?

- Yes for the most part
- No for the most part

Please elaborate if you wish to do so

8. Referring to Your VARK score - This question is for Kinesthetic learners only - Did the branching narrative and multiple paths within the TWINE story provide a sense of exploration and discovery, similar to navigating a physical environment?

- Yes for the most part
- No for the most part

Please elaborate if you wish to do so

9. Referring to Your VARK score - This question is for multimodal learners only - Did the multiple and variety of learning scenarios appeal to you?

- Yes for the most part
- No for the most part

Please elaborate if you wish to do so

* 10. You had two different scenario formats. The Growth Mindset scenario exercise was more detailed and immersive. Which format did you prefer?

- I found the level of detail in the Heart of Change scenario more beneficial.
- I found the level of detail in the Growth Mindset scenario more beneficial.
- I have no clear preference.

Please give a brief reason for your choice.

* 11. How would you rate your user experience?

- I had a good experience
- I did not have a good experience

Please elaborate

* 12. What feature of the interactive platform did you like most?

- Ability to choose my preferred colour style palette
- Variety of the tools available i.e. reading extract, video, podcast, quiz etc.
- The "Look" of the platform
- Clarity of instructions
- Ease of navigating between activities/passages
- Other (please specify)

* 13. Which colour palette option did you prefer using?

- Black/White/Yellow
- Yellow/Black/Blue
- Black/Yellow/Blue
- Yellow/Blue/Black
- Green/Black/Blue
- Grey/Black/Yellow
- Blue/Yellow/Black
- I had no preferred choice
- Other (please specify)

* 14. Did you experience any issues?

- Ease of access to the materials
- Sound quality
- Video accessibility
- The "Look" of the platform
- Unclear instructions
- Ease of navigating between activities/passages
- No issues experienced
- Other (please specify)

15. What other comments do you have for me?

16. Please complete

First name

Last name

Overall Evaluation – Completed Forms

Exploring Leadership Development Through Interactive Simulations

#1

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Monday, March 03, 2025 2:30:39 PM
Last Modified: Monday, March 03, 2025 2:36:03 PM
Time Spent: 00:05:23
IP Address: 143.239.67.251

Page 1: Overall Evaluation

Q1

How effectively did the training materials cater to your preferred learning style?

Reading Extracts	Very Well
Quiz Sheets	Well

Q2

Were there sufficient opportunities for you to learn in a way that best suits you?

Yes,

Please comment if you wish to do so:
A variety of opportunities were used across the various platforms to allow for various learning styles. This approach suited me.

Q3

Yes for the most part

Did the training materials and activities keep you engaged and motivated?

Q4

Referring to Your VARK score - This question is for Visual learners only - Did you find the video content clear and engaging?

Yes for the most part,

Please elaborate if you wish to do so:
The multimodal way of learning is worth while.

Q5

Respondent skipped this question

Referring to Your VARK score - This question is for Auditory learners only - Were the audio clips/podcasts beneficial for you?

Q6

Respondent skipped this question

Referring to Your VARK score - This question is for Read/Write learners only - Were the written extracts and quizzes beneficial for you?

Exploring Leadership Development Through Interactive Simulations

Q7

Respondent skipped this question

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the interactive TWINE simulation exercise with different scenarios allow you to actively engage with the material and feel like it was a real life scenario?

Q8

Respondent skipped this question

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the branching narrative and multiple paths within the TWINE story provide a sense of exploration and discovery, similar to navigating a physical environment?

Q9

Referring to Your VARK score - This question is for multimodal learners only - Did the multiple and variety of learning scenarios appeal to you?

Yes for the most part,

Please elaborate if you wish to do so:

The variety was very useful.

Q10

You had two different scenario formats. The Growth Mindset scenario exercise was more detailed and immersive. Which format did you prefer?

I found the level of detail in the Growth Mindset scenario more beneficial.

,

Please give a brief reason for your choice.:

I found that the content was more relatable. I had to scroll back a lot in the 'Heart of Change' scenario in order to understand what was going on.

Q11

I had a good experience

How would you rate your user experience?

Q12

What feature of the interactive platform did you like most?

Variety of the tools available i.e. reading extract, video, podcast, quiz etc.

Q13

Black/White/Yellow

Which colour palette option did you prefer using?

Q14

Ease of navigating between activities/passages,

Did you experience any issues?

Other (please specify):

I wasn't always sure what I needed to do as I was progressing through the steps, the platform seems limited in that regard.

Q15

What other comments do you have for me?

It was a small bit difficult to navigate the platform from time to time (maybe slightly cumbersome). However, wishing you the very best of luck with your study.

Q16

Please complete

First name

Last name



#2

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Thursday, March 06, 2025 8:48:40 AM
Last Modified: Thursday, March 06, 2025 8:54:57 AM
Time Spent: 00:06:17
IP Address: 78.152.232.18

Page 1: Overall Evaluation

Q1

How effectively did the training materials cater to your preferred learning style?

Audio/Podcast Material	Very Well
Reading Extracts	Well
Quiz Sheets	Somewhat

Q2

Yes

Were there sufficient opportunities for you to learn in a way that best suits you?

Q3

Did the training materials and activities keep you engaged and motivated?

Yes for the most part,
Please comment if you wish to do so:
found the background colour and layout harsh to look at - white background with black writing

Q4

Respondent skipped this question

Referring to Your VARK score - This question is for Visual learners only - Did you find the video content clear and engaging?

Q5

Referring to Your VARK score - This question is for Auditory learners only - Were the audio clips/podcasts beneficial for you?

Yes for the most part,
Please elaborate if you wish to do so:
natural discussions within podcasts was very good

Q6

Respondent skipped this question

Referring to Your VARK score - This question is for Read/Write learners only - Were the written extracts and quizzes beneficial for you?

Exploring Leadership Development Through Interactive Simulations

Q7

Respondent skipped this question

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the interactive TWINE simulation exercise with different scenarios allow you to actively engage with the material and feel like it was a real life scenario?

Q8

Respondent skipped this question

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the branching narrative and multiple paths within the TWINE story provide a sense of exploration and discovery, similar to navigating a physical environment?

Q9

Respondent skipped this question

Referring to Your VARK score - This question is for multimodal learners only - Did the multiple and variety of learning scenarios appeal to you?

Q10

You had two different scenario formats. The Growth Mindset scenario exercise was more detailed and immersive. Which format did you prefer?

I found the level of detail in the Growth Mindset scenario more beneficial.

Please give a brief reason for your choice.:
It was a key piece of my feedback on the heart of change one - it was like being told what the answer was -- where the growth one was more where my choices drove me

Q11

How would you rate your user experience?

I had a good experience,
Please elaborate:
particularly with growth much more interactive and engaging

Q12

Clarity of instructions

What feature of the interactive platform did you like most?

Q13

Which colour palette option did you prefer using?

Other (please specify):
none - found them very harsh - might be a good idea to look at what is most appealing to the human eye in a digital world

Q14

Did you experience any issues?

The "Look" of the platform,
Other (please specify):
explained earlier

Exploring Leadership Development Through Interactive Simulations

Q15

What other comments do you have for me?

1. Glossary of terms - might also be good to have a link built into where the word appears on the guidance material or reading material
 2. How do you show progress - humans like to see how far they have progressed through a program
-

Q16

Please complete

First name

Last name

A large, solid gray rectangular box used to redact the user's response to the question "Please complete".

#3

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Thursday, March 06, 2025 7:46:27 PM
Last Modified: Thursday, March 06, 2025 7:49:36 PM
Time Spent: 00:03:09
IP Address: 109.76.139.196

Page 1: Overall Evaluation

Q1

How effectively did the training materials cater to your preferred learning style?

Video Material	Somewhat
Audio/Podcast Material	Not At All
Reading Extracts	Well
Quiz Sheets	Very Well

Q2

Yes

Were there sufficient opportunities for you to learn in a way that best suits you?

Q3

No for the most part

Did the training materials and activities keep you engaged and motivated?

Q4

No for the most part

Referring to Your VARK score - This question is for Visual learners only - Did you find the video content clear and engaging?

Q5

No for the most part

Referring to Your VARK score - This question is for Auditory learners only - Were the audio clips/podcasts beneficial for you?

Q6

Yes for the most part

Referring to Your VARK score - This question is for Read/Write learners only - Were the written extracts and quizzes beneficial for you?

Exploring Leadership Development Through Interactive Simulations

Q7

Yes for the most part

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the interactive TWINE simulation exercise with different scenarios allow you to actively engage with the material and feel like it was a real life scenario?

Q8

No for the most part

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the branching narrative and multiple paths within the TWINE story provide a sense of exploration and discovery, similar to navigating a physical environment?

Q9

Yes for the most part

Referring to Your VARK score - This question is for multimodal learners only - Did the multiple and variety of learning scenarios appeal to you?

Q10

I have no clear preference.

You had two different scenario formats. The Growth Mindset scenario exercise was more detailed and immersive. Which format did you prefer?

Q11

I did not have a good experience

How would you rate your user experience?

Q12

Variety of the tools available i.e. reading extract, video, podcast, quiz etc.

What feature of the interactive platform did you like most?

Q13

Black/White/Yellow

Which colour palette option did you prefer using?

Q14

Ease of navigating between activities/passages

Did you experience any issues?

Q15

Respondent skipped this question

What other comments do you have for me?

Q16

Respondent skipped this question

Please complete

#4

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Thursday, March 06, 2025 9:45:40 PM
Last Modified: Thursday, March 06, 2025 9:48:41 PM
Time Spent: 00:03:00
IP Address: 109.76.139.196

Page 1: Overall Evaluation

Q1

How effectively did the training materials cater to your preferred learning style?

Video Material	Well
Audio/Podcast Material	Somewhat
Quiz Sheets	Very Well

Q2

Yes

Were there sufficient opportunities for you to learn in a way that best suits you?

Q3

Yes for the most part

Did the training materials and activities keep you engaged and motivated?

Q4

Respondent skipped this question

Referring to Your VARK score - This question is for Visual learners only - Did you find the video content clear and engaging?

Q5

Respondent skipped this question

Referring to Your VARK score - This question is for Auditory learners only - Were the audio clips/podcasts beneficial for you?

Q6

Respondent skipped this question

Referring to Your VARK score - This question is for Read/Write learners only - Were the written extracts and quizzes beneficial for you?

Exploring Leadership Development Through Interactive Simulations

Q7

Respondent skipped this question

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the interactive TWINE simulation exercise with different scenarios allow you to actively engage with the material and feel like it was a real life scenario?

Q8

Respondent skipped this question

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the branching narrative and multiple paths within the TWINE story provide a sense of exploration and discovery, similar to navigating a physical environment?

Q9

Yes for the most part

Referring to Your VARK score - This question is for multimodal learners only - Did the multiple and variety of learning scenarios appeal to you?

Q10

I have no clear preference.

You had two different scenario formats. The Growth Mindset scenario exercise was more detailed and immersive. Which format did you prefer?

Q11

I had a good experience

How would you rate your user experience?

Q12

Variety of the tools available i.e. reading extract, video, podcast, quiz etc.

What feature of the interactive platform did you like most?

Q13

Black/White/Yellow

Which colour palette option did you prefer using?

Q14

No issues experienced

Did you experience any issues?

Q15

What other comments do you have for me?

The Podcast was my least favourite part as the conversation felt very staged, not organic, but it was still easy to listen to and held my attention.

Exploring Leadership Development Through Interactive Simulations

Q16

Please complete

First name

Last name



#5

COMPLETE

Collector:	Web Link 2 (Web Link)
Started:	Tuesday, March 11, 2025 11:32:32 AM
Last Modified:	Tuesday, March 11, 2025 11:34:06 AM
Time Spent:	00:01:33
IP Address:	143.239.45.46

Page 1: Overall Evaluation

Q1

How effectively did the training materials cater to your preferred learning style?

Reading Extracts	Very Well
Quiz Sheets	Somewhat

Q2

Yes

Were there sufficient opportunities for you to learn in a way that best suits you?

Q3

Yes for the most part

Did the training materials and activities keep you engaged and motivated?

Q4

No for the most part

Referring to Your VARK score - This question is for Visual learners only - Did you find the video content clear and engaging?

Q5

Yes for the most part

Referring to Your VARK score - This question is for Auditory learners only - Were the audio clips/podcasts beneficial for you?

Q6

Yes for the most part

Referring to Your VARK score - This question is for Read/Write learners only - Were the written extracts and quizzes beneficial for you?

Q7

Yes for the most part

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the interactive TWINE simulation exercise with different scenarios allow you to actively engage with the material and feel like it was a real life scenario?

Don:
Stud

Exploring Leadership Development Through Interactive Simulations

Q8

No for the most part

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the branching narrative and multiple paths within the TWINE story provide a sense of exploration and discovery, similar to navigating a physical environment?

Q9

Yes for the most part

Referring to Your VARK score - This question is for multimodal learners only - Did the multiple and variety of learning scenarios appeal to you?

Q10

I found the level of detail in the Heart of Change scenario more beneficial.

You had two different scenario formats. The Growth Mindset scenario exercise was more detailed and immersive. Which format did you prefer?

Q11

I had a good experience

How would you rate your user experience?

Q12

Ability to choose my preferred colour style palette

What feature of the interactive platform did you like most?

Q13

Black/White/Yellow

Which colour palette option did you prefer using?

Q14

No issues experienced

Did you experience any issues?

Q15

Respondent skipped this question

What other comments do you have for me?

Q16

Please complete

First name

Last name



#6

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Tuesday, March 11, 2025 8:44:01 PM
Last Modified: Tuesday, March 11, 2025 8:53:09 PM
Time Spent: 00:09:07
IP Address: 5.180.61.100

Page 1: Overall Evaluation

Q1

How effectively did the training materials cater to your preferred learning style?

Audio/Podcast Material

Very Well

Reading Extracts

Somewhat

Quiz Sheets

Not At All

Please elaborate if you wish to do so

i felt i learnt more from the audioty sources, the reading was good to reflect quickly upon as an addition to the video and podcast.

Q2

Were there sufficient opportunities for you to learn in a way that best suits you?

Yes,

Please comment if you wish to do so:

Every aspect was covered. The quiz allowed me to test to see if i had actually retained the information and the reading extract was good to quickly refresh my memory

Q3

Yes for the most part

Did the training materials and activities keep you engaged and motivated?

Q4

Yes for the most part

Referring to Your VARK score - This question is for Visual learners only - Did you find the video content clear and engaging?

Q5

Yes for the most part

Referring to Your VARK score - This question is for Auditory learners only - Were the audio clips/podcasts beneficial for you?

Q6

Yes for the most part,

Referring to Your VARK score - This question is for Read/Write learners only - Were the written extracts and quizzes beneficial for you?

Please elaborate if you wish to do so:

they wouldn't be how i'd like to solely learn, I'm glad i had options

Exploring Leadership Development Through Interactive Simulations

Q7

Yes for the most part

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the interactive TWINE simulation exercise with different scenarios allow you to actively engage with the material and feel like it was a real life scenario?

Q8

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the branching narrative and multiple paths within the TWINE story provide a sense of exploration and discovery, similar to navigating a physical environment?

Yes for the most part,

Please elaborate if you wish to do so:
this was engaging and more fun to put what i had learnt into active use instead of answering standard questions

Q9

Respondent skipped this question

Referring to Your VARK score - This question is for multimodal learners only - Did the multiple and variety of learning scenarios appeal to you?

Q10

You had two different scenario formats. The Growth Mindset scenario exercise was more detailed and immersive. Which format did you prefer?

I have no clear preference.,

Please give a brief reason for your choice.:
i felt they complimented each other in their subject matter

Q11

I had a good experience

How would you rate your user experience?

Q12

Ability to choose my preferred colour style palette

What feature of the interactive platform did you like most?

Q13

Other (please specify):

Which colour palette option did you prefer using?

this allowed me to personalize the learning experience and make a change from looking at an office type interface

Q14

No issues experienced

Did you experience any issues?

Q15

What other comments do you have for me?

I enjoyed the process and the subject matter. I understand that the information was meant to be available in various formats but after the second or third version they felt repetitive and so the interactive change was nice to mix things up

Exploring Leadership Development Through Interactive Simulations

Q16

Please complete

First name

Last name



#7

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Tuesday, March 11, 2025 9:27:44 PM
Last Modified: Tuesday, March 11, 2025 9:36:36 PM
Time Spent: 00:08:51
IP Address: 37.228.251.8

Page 1: Overall Evaluation

Q1

How effectively did the training materials cater to your preferred learning style?

Video Material	Somewhat
Audio/Podcast Material	Well
Reading Extracts	Not At All
Quiz Sheets	Very Well
Please elaborate if you wish to do so	I find I don't learn from reading in general, unless I write and take notes, or there are diagrams.

Q2

Were there sufficient opportunities for you to learn in a way that best suits you?

Yes,

Please comment if you wish to do so:
Diagrams/images to accompany the text would be good, or if the reading was broken up more with a question related to that section.

Q3

Did the training materials and activities keep you engaged and motivated?

No for the most part,

Please comment if you wish to do so:
The reading segment isn't my strong point. Not in terms of reading, but in terms of committing the information to memory/ digesting it.

Q4

Referring to Your VARK score - This question is for Visual learners only - Did you find the video content clear and engaging?

No for the most part,

Please elaborate if you wish to do so:
There wasn't much to look at. Maybe if the video had accompanying text/ diagrams or pictures embedded.

Q5

Referring to Your VARK score - This question is for Auditory learners only - Were the audio clips/podcasts beneficial for you?

Respondent skipped this question

Exploring Leadership Development Through Interactive Simulations

Q6

Respondent skipped this question

Referring to Your VARK score - This question is for Read/Write learners only - Were the written extracts and quizzes beneficial for you?

Q7

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the interactive TWINE simulation exercise with different scenarios allow you to actively engage with the material and feel like it was a real life scenario?

Yes for the most part,

Please elaborate if you wish to do so:
I found this section the most engaging.

Q8

Yes for the most part

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the branching narrative and multiple paths within the TWINE story provide a sense of exploration and discovery, similar to navigating a physical environment?

Q9

Respondent skipped this question

Referring to Your VARK score - This question is for multimodal learners only - Did the multiple and variety of learning scenarios appeal to you?

Q10

You had two different scenario formats. The Growth Mindset scenario exercise was more detailed and immersive. Which format did you prefer?

I have no clear preference.,

Please give a brief reason for your choice.:
I thought both scenarios related to each other, so I had no preference.

Q11

How would you rate your user experience?

I had a good experience,

Please elaborate:
The layout was clear and concise, I had no problems navigating it.

Q12

Clarity of instructions

What feature of the interactive platform did you like most?

Q13

Which colour palette option did you prefer using?

Other (please specify):

Black background, white headers, yellow main text

Q14

No issues experienced

Did you experience any issues?

Exploring Leadership Development Through Interactive Simulations

Q15

Respondent skipped this question

What other comments do you have for me?

Q16

Please complete

First name

Last name



#8

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Wednesday, March 12, 2025 7:28:50 PM
Last Modified: Wednesday, March 12, 2025 7:43:16 PM
Time Spent: 00:14:26
IP Address: 37.228.249.165

Page 1: Overall Evaluation

Q1

How effectively did the training materials cater to your preferred learning style?

Audio/Podcast Material	Very Well
Reading Extracts	Somewhat
Twine Interactive Scenarios Exercises	Well

Q2

Yes

Were there sufficient opportunities for you to learn in a way that best suits you?

Q3

Yes for the most part

Did the training materials and activities keep you engaged and motivated?

Q4

Respondent skipped this question

Referring to Your VARK score - This question is for Visual learners only - Did you find the video content clear and engaging?

Q5

Yes for the most part

Referring to Your VARK score - This question is for Auditory learners only - Were the audio clips/podcasts beneficial for you?

Q6

No for the most part

Referring to Your VARK score - This question is for Read/Write learners only - Were the written extracts and quizzes beneficial for you?

Exploring Leadership Development Through Interactive Simulations

Q7

Yes for the most part

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the interactive TWINE simulation exercise with different scenarios allow you to actively engage with the material and feel like it was a real life scenario?

Q8

Yes for the most part

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the branching narrative and multiple paths within the TWINE story provide a sense of exploration and discovery, similar to navigating a physical environment?

Q9

Yes for the most part

Referring to Your VARK score - This question is for multimodal learners only - Did the multiple and variety of learning scenarios appeal to you?

Q10

You had two different scenario formats. The Growth Mindset scenario exercise was more detailed and immersive. Which format did you prefer?

I found the level of detail in the Growth Mindset scenario more beneficial.

Please give a brief reason for your choice.:
The second one caught my attention

Q11

How would you rate your user experience?

I had a good experience,
Please elaborate:

Overall, the experience was good; I've learnt and reflected about myself throughout the modules.

Q12

What feature of the interactive platform did you like most?

Variety of the tools available i.e. reading extract, video, podcast, quiz etc.

Q13

Black/White/Yellow

Which colour palette option did you prefer using?

Q14

No issues experienced

Did you experience any issues?

Q15

Respondent skipped this question

What other comments do you have for me?

Exploring Leadership Development Through Interactive Simulations

Q16

Please complete

First name

Last name



Exploring Leadership Development Through Interactive Simulations

#9

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Wednesday, March 12, 2025 10:13:45 PM
Last Modified: Wednesday, March 12, 2025 10:15:34 PM
Time Spent: 00:01:48
IP Address: 212.129.81.122

Page 1: Overall Evaluation

Q1

How effectively did the training materials cater to your preferred learning style?

Very Well

Q2 Yes

way that best suits you?

Q3 Yes for the most part

Q4 Yes for the most part
Referring to Your VARK score - This question is for Visual learners only - Did you find the video content clear and engaging?

Q5 Yes for the most part
Referring to Your VARK score - This question is for Auditory learners only - Were the audio clips/podcasts beneficial for you?

Q6 Yes for the most part
Referring to Your VARK score - This question is for Read/Write learners only - Were the written extracts and quizzes beneficial for you?

Q7 Yes for the most part
Referring to Your VARK score - This question is for Kinesthetic learners only - Did the interactive TWINE simulation exercise with different scenarios allow you to actively engage with the material and feel like it was a real life scenario?

Exploring Leadership Development Through Interactive Simulations

Q8

Yes for the most part

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the branching narrative and multiple paths within the TWINE story provide a sense of exploration and discovery, similar to navigating a physical environment?

Q9

Yes for the most part

Referring to Your VARK score - This question is for multimodal learners only - Did the multiple and variety of learning scenarios appeal to you?

Q10

You had two different scenario formats. The Growth Mindset scenario exercise was more detailed and immersive. Which format did you prefer?

I found the level of detail in the Growth Mindset scenario more beneficial.

Q11

I had a good experience

How would you rate your user experience?

Q12

Ability to choose my preferred colour style palette

What feature of the interactive platform did you like most?

Q13

Yellow/Black/Blue

Which colour palette option did you prefer using?

Q14

Ease of access to the materials

Did you experience any issues?

Q15

What other comments do you have for me?

I enjoyed the study

Q16

Please complete

First name

Last name



#10

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Wednesday, March 12, 2025 11:03:19 PM
Last Modified: Wednesday, March 12, 2025 11:13:46 PM
Time Spent: 00:10:26
IP Address: 51.37.23.198

Page 1: Overall Evaluation

Q1

How effectively did the training materials cater to your preferred learning style?

Audio/Podcast Material	Very Well
Quiz Sheets	Not At All
Twine Interactive Scenarios Exercises	Well

Q2

Were there sufficient opportunities for you to learn in a way that best suits you?

No,

Please comment if you wish to do so:

In college practicals were beneficial but most lectures are note taking and repeating information. I would have liked more discussion groups

Q3

Did the training materials and activities keep you engaged and motivated?

Yes for the most part,

Please comment if you wish to do so:

Not the reading paper

Q4

Respondent skipped this question

Referring to Your VARK score - This question is for Visual learners only - Did you find the video content clear and engaging?

Q5

Respondent skipped this question

Referring to Your VARK score - This question is for Auditory learners only - Were the audio clips/podcasts beneficial for you?

Q6

Respondent skipped this question

Referring to Your VARK score - This question is for Read/Write learners only - Were the written extracts and quizzes beneficial for you?

Exploring Leadership Development Through Interactive Simulations

Q7

Respondent skipped this question

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the interactive TWINE simulation exercise with different scenarios allow you to actively engage with the material and feel like it was a real life scenario?

Q8

Respondent skipped this question

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the branching narrative and multiple paths within the TWINE story provide a sense of exploration and discovery, similar to navigating a physical environment?

Q9

Referring to Your VARK score - This question is for multimodal learners only - Did the multiple and variety of learning scenarios appeal to you?

Yes for the most part,

Please elaborate if you wish to do so:

Reading alone did nothing, but when combined with a podcast or video it was incredibly useful

Q10

You had two different scenario formats. The Growth Mindset scenario exercise was more detailed and immersive. Which format did you prefer?

I found the level of detail in the Growth Mindset scenario more beneficial.

,

Please give a brief reason for your choice.:

It was better to see detailed explanations of what choices I made and how they made an impact in a real world setting. This scenario was also more realistic.

Q11

How would you rate your user experience?

I had a good experience,

Please elaborate:

It was well laid out and instructions were clear.

Q12

What feature of the interactive platform did you like most?

Variety of the tools available i.e. reading extract, video, podcast, quiz etc.

Q13

Yellow/Black/Blue

Which colour palette option did you prefer using?

Q14

No issues experienced

Did you experience any issues?

Exploring Leadership Development Through Interactive Simulations

Q15

What other comments do you have for me?

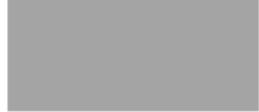
I did miss one scenario but went back to it afterwards in the Growth mindset. The flow and access to materials was really good and I loved the variety. I could choose and mix between different styles. For the process based change module it was easier to see the steps in the text listed but listen about them using the video and/or podcast. For the growth mindset the podcast was the best platform as it was explaining a concept.

Q16

Please complete

First name

Last name



#11

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Thursday, March 13, 2025 8:49:25 AM
Last Modified: Thursday, March 13, 2025 8:57:07 AM
Time Spent: 00:07:41
IP Address: 51.171.238.70

Page 1: Overall Evaluation

Q1

How effectively did the training materials cater to your preferred learning style?

Video Material	Very Well
Audio/Podcast Material	Well
Quiz Sheets	Somewhat

Q2

Yes

Were there sufficient opportunities for you to learn in a way that best suits you?

Q3

Yes for the most part

Did the training materials and activities keep you engaged and motivated?

Q4

Respondent skipped this question

Referring to Your VARK score - This question is for Visual learners only - Did you find the video content clear and engaging?

Q5

Respondent skipped this question

Referring to Your VARK score - This question is for Auditory learners only - Were the audio clips/podcasts beneficial for you?

Q6

Respondent skipped this question

Referring to Your VARK score - This question is for Read/Write learners only - Were the written extracts and quizzes beneficial for you?

Exploring Leadership Development Through Interactive Simulations

Q7

Respondent skipped this question

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the interactive TWINE simulation exercise with different scenarios allow you to actively engage with the material and feel like it was a real life scenario?

Q8

Respondent skipped this question

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the branching narrative and multiple paths within the TWINE story provide a sense of exploration and discovery, similar to navigating a physical environment?

Q9

Yes for the most part

Referring to Your VARK score - This question is for multimodal learners only - Did the multiple and variety of learning scenarios appeal to you?

Q10

I found the level of detail in the Growth Mindset scenario more beneficial.

You had two different scenario formats. The Growth Mindset scenario exercise was more detailed and immersive. Which format did you prefer?

Q11

I had a good experience

How would you rate your user experience?

Q12

Variety of the tools available i.e. reading extract, video, podcast, quiz etc.

What feature of the interactive platform did you like most?

Q13

I had no preferred choice

Which colour palette option did you prefer using?

Q14

No issues experienced

Did you experience any issues?

Q15

Respondent skipped this question

What other comments do you have for me?

Exploring Leadership Development Through Interactive Simulations

Q16

Please complete

First name

Last name

A solid gray rectangular box used to redact the last name input field.

#12

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Thursday, March 13, 2025 4:41:51 PM
Last Modified: Thursday, March 13, 2025 4:47:48 PM
Time Spent: 00:05:56
IP Address: 77.107.207.253

Page 1: Overall Evaluation

Q1

How effectively did the training materials cater to your preferred learning style?

Video Material	Very Well
Audio/Podcast Material	Very Well
Reading Extracts	Well
Quiz Sheets	Somewhat
Twine Interactive Scenarios Exercises	Somewhat

Q2

Yes

Were there sufficient opportunities for you to learn in a way that best suits you?

Q3

Yes for the most part

Did the training materials and activities keep you engaged and motivated?

Q4

Respondent skipped this question

Referring to Your VARK score - This question is for Visual learners only - Did you find the video content clear and engaging?

Q5

Respondent skipped this question

Referring to Your VARK score - This question is for Auditory learners only - Were the audio clips/podcasts beneficial for you?

Q6

Respondent skipped this question

Referring to Your VARK score - This question is for Read/Write learners only - Were the written extracts and quizzes beneficial for you?

Exploring Leadership Development Through Interactive Simulations

Q7

Respondent skipped this question

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the interactive TWINE simulation exercise with different scenarios allow you to actively engage with the material and feel like it was a real life scenario?

Q8

Respondent skipped this question

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the branching narrative and multiple paths within the TWINE story provide a sense of exploration and discovery, similar to navigating a physical environment?

Q9

Yes for the most part

Referring to Your VARK score - This question is for multimodal learners only - Did the multiple and variety of learning scenarios appeal to you?

Q10

I found the level of detail in the Heart of Change scenario more beneficial.

You had two different scenario formats. The Growth Mindset scenario exercise was more detailed and immersive. Which format did you prefer?

Q11

I had a good experience

How would you rate your user experience?

Q12

Variety of the tools available i.e. reading extract, video, podcast, quiz etc.

What feature of the interactive platform did you like most?

Q13

Grey/Black/Yellow

Which colour palette option did you prefer using?

Q14

The "Look" of the platform,

Did you experience any issues?

Other (please specify):

In the end the background was black and the words as well.

Q15

What other comments do you have for me?

The module was insightful and provided practical strategies for adopting a growth mindset.

Exploring Leadership Development Through Interactive Simulations

Q16

Please complete

First name

Last name



#13

COMPLETE

Collector:	Web Link 2 (Web Link)
Started:	Thursday, March 13, 2025 5:03:31 PM
Last Modified:	Thursday, March 13, 2025 5:16:07 PM
Time Spent:	00:12:36
IP Address:	178.250.114.122

Page 1: Overall Evaluation

Q1

How effectively did the training materials cater to your preferred learning style?

Video Material	Well
Audio/Podcast Material	Well
Reading Extracts	Somewhat
Quiz Sheets	Somewhat
Twine Interactive Scenarios Exercises	Very Well
Please elaborate if you wish to do so	I found thinking through the scenarios and applying the learnings and seeing the implications of the learnings to solidify the topic for me

Q2

Were there sufficient opportunities for you to learn in a way that best suits you?

Yes,

Please comment if you wish to do so:
various modes of learning approached topics from different avenues to varying degrees, with written modes less appealing to me

Q3

Did the training materials and activities keep you engaged and motivated?

Yes for the most part,

Please comment if you wish to do so:
various modes of learning approached topics from different avenues to varying degrees, with written modes less appealing to me

Q4

Referring to Your VARK score - This question is for Visual learners only - Did you find the video content clear and engaging?

Yes for the most part,

Please elaborate if you wish to do so:
I was able to retain information in the videos and was able to reflect on the topics and my mindset on them as the speakers discussed the topics.

Q5

Referring to Your VARK score - This question is for Auditory learners only - Were the audio clips/podcasts beneficial for you?

Yes for the most part,

Please elaborate if you wish to do so:
The use of a podcasts were very well done, the use of 2 speakers and a conversational tone/set up helped keep my engagement.

Exploring Leadership Development Through Interactive Simulations

Q6

Respondent skipped this question

Referring to Your VARK score - This question is for Read/Write learners only - Were the written extracts and quizzes beneficial for you?

Q7

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the interactive TWINE simulation exercise with different scenarios allow you to actively engage with the material and feel like it was a real life scenario?

Yes for the most part,

Please elaborate if you wish to do so:

Having to critically think of the learnings application within the scenario helped to keep me engaged.

Q8

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the branching narrative and multiple paths within the TWINE story provide a sense of exploration and discovery, similar to navigating a physical environment?

Yes for the most part,

Please elaborate if you wish to do so:

Seeing how actions can lead to different results in a scenario helped me to solidify the learnings of the other content and grasp a better understanding of what i had learned and how to best apply it.

Q9

Referring to Your VARK score - This question is for multimodal learners only - Did the multiple and variety of learning scenarios appeal to you?

Yes for the most part,

Please elaborate if you wish to do so:

i found the scenario, video and audio most useful

Q10

You had two different scenario formats. The Growth Mindset scenario exercise was more detailed and immersive. Which format did you prefer?

I found the level of detail in the Growth Mindset scenario more beneficial.

:

Please give a brief reason for your choice.:

I found the content more relatable and informative (and applicable to my experiences)

Q11

How would you rate your user experience?

I had a good experience,

Please elaborate:

I learned a lot about myself and these topics

Q12

What feature of the interactive platform did you like most?

Variety of the tools available i.e. reading extract, video, podcast, quiz etc.

Q13

Which colour palette option did you prefer using?

Black/White/Yellow

Q14

No issues experienced

Did you experience any issues?

Exploring Leadership Development Through Interactive Simulations

Q15

Respondent skipped this question

What other comments do you have for me?

Q16

Please complete

First name

Last name



#14

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Thursday, March 13, 2025 11:18:32 PM
Last Modified: Thursday, March 13, 2025 11:21:30 PM
Time Spent: 00:02:57
IP Address: 86.40.161.60

Page 1: Overall Evaluation

Q1

How effectively did the training materials cater to your preferred learning style?

Video Material	Well
Audio/Podcast Material	Very Well
Reading Extracts	Well
Quiz Sheets	Somewhat
Twine Interactive Scenarios Exercises	Well

Q2

Yes

Were there sufficient opportunities for you to learn in a way that best suits you?

Q3

Yes for the most part

Did the training materials and activities keep you engaged and motivated?

Q4

Respondent skipped this question

Referring to Your VARK score - This question is for Visual learners only - Did you find the video content clear and engaging?

Q5

Respondent skipped this question

Referring to Your VARK score - This question is for Auditory learners only - Were the audio clips/podcasts beneficial for you?

Q6

Respondent skipped this question

Referring to Your VARK score - This question is for Read/Write learners only - Were the written extracts and quizzes beneficial for you?

Exploring Leadership Development Through Interactive Simulations

Q7

Yes for the most part

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the interactive TWINE simulation exercise with different scenarios allow you to actively engage with the material and feel like it was a real life scenario?

Q8

Yes for the most part

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the branching narrative and multiple paths within the TWINE story provide a sense of exploration and discovery, similar to navigating a physical environment?

Q9

Respondent skipped this question

Referring to Your VARK score - This question is for multimodal learners only - Did the multiple and variety of learning scenarios appeal to you?

Q10

You had two different scenario formats. The Growth Mindset scenario exercise was more detailed and immersive. Which format did you prefer?

I have no clear preference.,

Please give a brief reason for your choice.:
I found both equally detailed and immersive.

Q11

How would you rate your user experience?

I had a good experience,

Please elaborate:
I enjoyed the podcasts section as it allowed me to think about the topics.

Q12

Clarity of instructions

What feature of the interactive platform did you like most?

Q13

Grey/Black/Yellow

Which colour palette option did you prefer using?

Q14

No issues experienced

Did you experience any issues?

Q15

What other comments do you have for me?

Best of luck with your final year project! :)

Exploring Leadership Development Through Interactive Simulations

Q16

Respondent skipped this question

Please complete

#15

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Friday, March 14, 2025 1:21:15 PM
Last Modified: Friday, March 14, 2025 1:28:49 PM
Time Spent: 00:07:34
IP Address: 165.197.221.5

Page 1: Overall Evaluation

Q1

How effectively did the training materials cater to your preferred learning style?

Video Material	Well
Audio/Podcast Material	Well
Reading Extracts	Well
Quiz Sheets	Somewhat
Twine Interactive Scenarios Exercises	Not At All

Q2

Were there sufficient opportunities for you to learn in a way that best suits you?

Yes,

Please comment if you wish to do so:
Having multiple options was beneficial

Q3

Did the training materials and activities keep you engaged and motivated?

Yes for the most part,

Please comment if you wish to do so:
I think after 2/3 material my attention span began to shorten

Q4

Respondent skipped this question

Referring to Your VARK score - This question is for Visual learners only - Did you find the video content clear and engaging?

Q5

Respondent skipped this question

Referring to Your VARK score - This question is for Auditory learners only - Were the audio clips/podcasts beneficial for you?

Q6

Yes for the most part,

Referring to Your VARK score - This question is for Read/Write learners only - Were the written extracts and quizzes beneficial for you?

Please elaborate if you wish to do so:
Well laid out and summarised

Exploring Leadership Development Through Interactive Simulations

Q7

Respondent skipped this question

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the interactive TWINE simulation exercise with different scenarios allow you to actively engage with the material and feel like it was a real life scenario?

Q8

Respondent skipped this question

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the branching narrative and multiple paths within the TWINE story provide a sense of exploration and discovery, similar to navigating a physical environment?

Q9

Respondent skipped this question

Referring to Your VARK score - This question is for multimodal learners only - Did the multiple and variety of learning scenarios appeal to you?

Q10

You had two different scenario formats. The Growth Mindset scenario exercise was more detailed and immersive. Which format did you prefer?

I found the level of detail in the Heart of Change scenario more beneficial.

Please give a brief reason for your choice.:
I prefer more concise material

Q11

How would you rate your user experience?

I had a good experience,
Please elaborate:
I learned a lot in a short space of time

Q12

What feature of the interactive platform did you like most?

Variety of the tools available i.e. reading extract, video, podcast, quiz etc.

Q13

Black/White/Yellow

Which colour palette option did you prefer using?

Q14

No issues experienced

Did you experience any issues?

Q15

What other comments do you have for me?

I think the exercise mad me realize that I am more of a visual learner than my VARK score suggested. I also think having materials available in at least two diifferent formats (learning styles) is more beneficial to people for maximizing learnings.

Exploring Leadership Development Through Interactive Simulations

Q16

Please complete

First name

Last name



#16

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Saturday, March 15, 2025 9:53:33 AM
Last Modified: Saturday, March 15, 2025 9:58:21 AM
Time Spent: 00:04:48
IP Address: 89.19.67.218

Page 1: Overall Evaluation

Q1

How effectively did the training materials cater to your preferred learning style?

Video Material	Well
Audio/Podcast Material	Well
Reading Extracts	Well
Quiz Sheets	Well
Twine Interactive Scenarios Exercises	Well

Q2

Yes

Were there sufficient opportunities for you to learn in a way that best suits you?

Q3

Yes for the most part

Did the training materials and activities keep you engaged and motivated?

Q4

Respondent skipped this question

Referring to Your VARK score - This question is for Visual learners only - Did you find the video content clear and engaging?

Q5

Yes for the most part

Referring to Your VARK score - This question is for Auditory learners only - Were the audio clips/podcasts beneficial for you?

Q6

Respondent skipped this question

Referring to Your VARK score - This question is for Read/Write learners only - Were the written extracts and quizzes beneficial for you?

Exploring Leadership Development Through Interactive Simulations

Q7

Yes for the most part

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the interactive TWINE simulation exercise with different scenarios allow you to actively engage with the material and feel like it was a real life scenario?

Q8

Yes for the most part

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the branching narrative and multiple paths within the TWINE story provide a sense of exploration and discovery, similar to navigating a physical environment?

Q9

Respondent skipped this question

Referring to Your VARK score - This question is for multimodal learners only - Did the multiple and variety of learning scenarios appeal to you?

Q10

You had two different scenario formats. The Growth Mindset scenario exercise was more detailed and immersive. Which format did you prefer?

I found the level of detail in the Growth Mindset scenario more beneficial.

Please give a brief reason for your choice:

I thought the audio was very informative and interesting

Q11

How would you rate your user experience?

I had a good experience,

Please elaborate:

Easy user interface, easy to follow the process

Q12

What feature of the interactive platform did you like most?

Variety of the tools available i.e. reading extract, video, podcast, quiz etc.

Q13

I had no preferred choice

Which colour palette option did you prefer using?

Q14

No issues experienced

Did you experience any issues?

Q15

Respondent skipped this question

What other comments do you have for me?

Q16

Respondent skipped this question

Please complete

#17

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Friday, March 14, 2025 6:43:01 PM
Last Modified: Saturday, March 15, 2025 10:11:31 AM
Time Spent: 15:28:30
IP Address: 37.228.205.36

Page 1: Overall Evaluation

Q1

How effectively did the training materials cater to your preferred learning style?

Video Material	Very Well
Audio/Podcast Material	Very Well
Reading Extracts	Well
Quiz Sheets	Well
Twine Interactive Scenarios Exercises	Very Well

Q2

Yes

Were there sufficient opportunities for you to learn in a way that best suits you?

Q3

Yes for the most part

Did the training materials and activities keep you engaged and motivated?

Q4

Respondent skipped this question

Referring to Your VARK score - This question is for Visual learners only - Did you find the video content clear and engaging?

Q5

Respondent skipped this question

Referring to Your VARK score - This question is for Auditory learners only - Were the audio clips/podcasts beneficial for you?

Q6

Respondent skipped this question

Referring to Your VARK score - This question is for Read/Write learners only - Were the written extracts and quizzes beneficial for you?

Exploring Leadership Development Through Interactive Simulations

Q7

Respondent skipped this question

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the interactive TWINE simulation exercise with different scenarios allow you to actively engage with the material and feel like it was a real life scenario?

Q8

Respondent skipped this question

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the branching narrative and multiple paths within the TWINE story provide a sense of exploration and discovery, similar to navigating a physical environment?

Q9

Yes for the most part

Referring to Your VARK score - This question is for multimodal learners only - Did the multiple and variety of learning scenarios appeal to you?

Q10

You had two different scenario formats. The Growth Mindset scenario exercise was more detailed and immersive. Which format did you prefer?

I found the level of detail in the Growth Mindset scenario more beneficial.

Please give a brief reason for your choice.:

I found the content in the growth mindset scenario resonated more with me

Q11

How would you rate your user experience?

I had a good experience,

Please elaborate:

I enjoyed the content, finding it very applicable to working life in all sectors, not just business. I found the different modes of learning content to be very inclusive and easy to follow.

Q12

What feature of the interactive platform did you like most?

Variety of the tools available i.e. reading extract, video, podcast, quiz etc.

Q13

I had no preferred choice

Which colour palette option did you prefer using?

Q14

No issues experienced

Did you experience any issues?

Exploring Leadership Development Through Interactive Simulations

Q15

What other comments do you have for me?

overall I really enjoyed the 2 modules, it was well put together and informative. The best of luck with the rest of your project!

Q16

Please complete

First name

Last name



#18

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Tuesday, March 11, 2025 6:49:16 PM
Last Modified: Saturday, March 15, 2025 1:20:21 PM
Time Spent: Over a day
IP Address: 80.233.39.165

Page 1: Overall Evaluation

Q1

How effectively did the training materials cater to your preferred learning style?

Video Material	Very Well
Audio/Podcast Material	Very Well
Please elaborate if you wish to do so	I would like to choose very well for all of the above, it isn't letting me.

Q2

Yes

Were there sufficient opportunities for you to learn in a way that best suits you?

Q3

Did the training materials and activities keep you engaged and motivated?

Yes for the most part,
Please comment if you wish to do so:
Yes for sure, they weren't too long for me to lose interest but long enough to keep me engaged.

Q4

Yes for the most part

Referring to Your VARK score - This question is for Visual learners only - Did you find the video content clear and engaging?

Q5

Yes for the most part

Referring to Your VARK score - This question is for Auditory learners only - Were the audio clips/podcasts beneficial for you?

Q6

Yes for the most part

Referring to Your VARK score - This question is for Read/Write learners only - Were the written extracts and quizzes beneficial for you?

Exploring Leadership Development Through Interactive Simulations

Q7

Yes for the most part

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the interactive TWINE simulation exercise with different scenarios allow you to actively engage with the material and feel like it was a real life scenario?

Q8

Yes for the most part

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the branching narrative and multiple paths within the TWINE story provide a sense of exploration and discovery, similar to navigating a physical environment?

Q9

Yes for the most part

Referring to Your VARK score - This question is for multimodal learners only - Did the multiple and variety of learning scenarios appeal to you?

Q10

You had two different scenario formats. The Growth Mindset scenario exercise was more detailed and immersive. Which format did you prefer?

I have no clear preference.,

Please give a brief reason for your choice.:

I found both to be equally insightful and I learned a lot completing both modules

Q11

I had a good experience

How would you rate your user experience?

Q12

Ability to choose my preferred colour style palette

What feature of the interactive platform did you like most?

Q13

Black/White/Yellow

Which colour palette option did you prefer using?

Q14

No issues experienced,

Did you experience any issues?

Other (please specify):

It was a seamless experience and enjoyable.

Q15

What other comments do you have for me?

It was very well thought out and circulated. I feel like I learnt a lot about myself and will be taking these new tools of learning forward in my sales career as I constantly need to adapt and grow.

Exploring Leadership Development Through Interactive Simulations

Q16

Please complete

First name

Last name

#19

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Thursday, March 13, 2025 10:24:41 AM
Last Modified: Saturday, March 15, 2025 1:24:26 PM
Time Spent: Over a day
IP Address: 77.107.207.253

Page 1: Overall Evaluation

Q1

How effectively did the training materials cater to your preferred learning style?

Video Material	Well
Audio/Podcast Material	Very Well
Quiz Sheets	Somewhat
Twine Interactive Scenarios Exercises	Somewhat
Please elaborate if you wish to do so	The above table only allows me to pick one option under each rating. I would actually rate the scenarios 'somewhat'

Q2

Yes

Were there sufficient opportunities for you to learn in a way that best suits you?

Q3

Did the training materials and activities keep you engaged and motivated?

No for the most part,

Please comment if you wish to do so:

Found it hard to be motivated to go through all options

Q4

Referring to Your VARK score - This question is for Visual learners only - Did you find the video content clear and engaging?

No for the most part,

Please elaborate if you wish to do so:

There was no visual examples, only people talking so it was more like a podcast

Q5

Referring to Your VARK score - This question is for Auditory learners only - Were the audio clips/podcasts beneficial for you?

Yes for the most part,

Please elaborate if you wish to do so:

when it comes to online / digital learning the audio actually helps me to pick up information. even though my Aural score was low on VARK. I don't think I like to use audio to learn but I guess I do.

Exploring Leadership Development Through Interactive Simulations

Q6

Respondent skipped this question

Referring to Your VARK score - This question is for Read/Write learners only - Were the written extracts and quizzes beneficial for you?

Q7

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the interactive TWINE simulation exercise with different scenarios allow you to actively engage with the material and feel like it was a real life scenario?

No for the most part,

Please elaborate if you wish to do so:

Even though my VARK had 10 for Kinesthetic, the simulation exercises did not help much for me. I found them too wordy and clunky.

Q8

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the branching narrative and multiple paths within the TWINE story provide a sense of exploration and discovery, similar to navigating a physical environment?

No for the most part,

Please elaborate if you wish to do so:

No I found these a bit confusing to use / click through

Q9

Referring to Your VARK score - This question is for multimodal learners only - Did the multiple and variety of learning scenarios appeal to you?

Yes for the most part,

Please elaborate if you wish to do so:

I found glancing over the terms to start then watching/listening to the video, then the podcast worked well

Q10

You had two different scenario formats. The Growth Mindset scenario exercise was more detailed and immersive. Which format did you prefer?

I have no clear preference.,

Please give a brief reason for your choice.:

I found them about the same

Q11

How would you rate your user experience?

I had a good experience,

Please elaborate:

User experience was fine. maybe it was just due to me not having much interest in the topics I had to study so overall I found myself just trying to get it done

Q12

What feature of the interactive platform did you like most?

Variety of the tools available i.e. reading extract, video, podcast, quiz etc.

Q13

Which colour palette option did you prefer using?

Black/White/Yellow

Exploring Leadership Development Through Interactive Simulations

Q14

Did you experience any issues?

Ease of navigating between activities/passages,

Other (please specify):

Sometimes the links had to be clicked in specific parts to work. At first I wasn't sure exactly what I was supposed to be doing but figured it out on second attempt

Q15

What other comments do you have for me?

Overall the design and layout of the webpages were ok but perhaps a bit outdated. A lot of information presented in text all at once which I think people tend to skim looking for the 'call to action' so it made it a bit confusing at first to me. Once I figured out the structure, Using it was fine though.

Q16

Please complete

First name

Last name



#20

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Tuesday, March 11, 2025 11:58:24 AM
Last Modified: Saturday, March 15, 2025 1:33:42 PM
Time Spent: Over a day
IP Address: 143.239.9.5

Page 1: Overall Evaluation

Q1

How effectively did the training materials cater to your preferred learning style?

Video Material	Well
Audio/Podcast Material	Well
Reading Extracts	Well
Quiz Sheets	Well
Twine Interactive Scenarios Exercises	Well
Please elaborate if you wish to do so	This question only allowed for one choice from the scale to be selected (i.e. more than 'Well' could not be selected). This affected my answering. I would have selected "Well" for Reading Extracts, Quiz Sheets, and Twine Interactive Scenario Exercises too.

Q2

Were there sufficient opportunities for you to learn in a way that best suits you?

Unsure,

Please comment if you wish to do so:
I am unsure how I feel about my 'preferred learning style', but I think it was good to have the subject matter presented in a variety of different ways.

Q3

Did the training materials and activities keep you engaged and motivated?

Yes for the most part,

Please comment if you wish to do so:
I found the podcasts to be exceptionally difficult as the production seemed like they were written by AI and the presenters were merely read a script.

Q4

Respondent skipped this question

Referring to Your VARK score - This question is for Visual learners only - Did you find the video content clear and engaging?

Exploring Leadership Development Through Interactive Simulations

Q5

Respondent skipped this question

Referring to Your VARK score - This question is for Auditory learners only - Were the audio clips/podcasts beneficial for you?

Q6

Respondent skipped this question

Referring to Your VARK score - This question is for Read/Write learners only - Were the written extracts and quizzes beneficial for you?

Q7

Respondent skipped this question

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the interactive TWINE simulation exercise with different scenarios allow you to actively engage with the material and feel like it was a real life scenario?

Q8

Respondent skipped this question

Referring to Your VARK score - This question is for Kinesthetic learners only - Did the branching narrative and multiple paths within the TWINE story provide a sense of exploration and discovery, similar to navigating a physical environment?

Q9

Respondent skipped this question

Referring to Your VARK score - This question is for multimodal learners only - Did the multiple and variety of learning scenarios appeal to you?

Q10

You had two different scenario formats. The Growth Mindset scenario exercise was more detailed and immersive. Which format did you prefer?

I found the level of detail in the Growth Mindset scenario more beneficial.

Please give a brief reason for your choice.:
The Heart of Chang scenario felt abrupt without real exploration of variety of options. I preferred the Growth Mindset scenario as it gave a few more realistic action options with more follow up options.

Q11

I had a good experience

How would you rate your user experience?

Q12

What feature of the interactive platform did you like most?

Variety of the tools available i.e. reading extract, video, podcast, quiz etc.

Exploring Leadership Development Through Interactive Simulations

Q13

Black/White/Yellow

Which colour palette option did you prefer using?

Q14

The "Look" of the platform,

Did you experience any issues?

Ease of navigating between activities/passages

Q15

What other comments do you have for me?

The platform was well-organised and the instructions were clear. I was impressed that we were compelled to choose a background colour, which demonstrated an insight into design for the user experience.

At one point I wanted to change the background colour or revisit the previous section, but there was no way to go back as the browser back button was greyed out. I recommend in the future to allow access to a home or menu page.

I am apprehensive about the reliance on VARK as there have been subsequent studies that have debunked 'preferred learning styles'. Instead, the studies show that we need all forms at varying times, and when using Universal Design for Learning (UDL) principles, the learner is empowered to choose what they need and when. This video is a great entry point about some misunderstandings around VARK <https://www.youtube.com/watch?v=rhgwhB58PA&t=8s> These ideas would be great for further exploration!

The video and podcast clips were good lengths and not too long nor too short, and all content was 'chunked' appropriately with good headings.

I recommend in future survey design that questions 3-11 use a LIKERT scale instead of binary options. The open-ended follow-up questions was very good practice.

I enjoyed engaging with this material and being forced to reflect on my experience. A worthwhile experience. Best of luck with the project and I look forward to seeing what comes from it!

Q16

Respondent skipped this question

Please complete

Appendix G – Participant Evaluation – Overall - Comments

Q1: How effectively did the training materials cater to your preferred learning style?

1. I found thinking through the scenarios and applying the learnings and seeing the implications of the learnings to solidify the topic for me
2. This question only allowed for one choice from the scale to be selected (i.e. more than 'Well' could not be selected). This affected my answering. I would have selected 'Well' for Reading Extracts, Quiz Sheets, and Twine Interactive Scenario Exercises too.
3. I find I don't learn from reading in general, unless I write and take notes, or there are diagrams.
4. I felt I learnt more from the auditory sources, the reading was good to reflect quickly upon as an addition to the video and podcast.

Q2: Were there sufficient opportunities for you to learn in a way that best suits you?

1. Various modes of learning approached topics from different avenues to varying degrees, with written modes less appealing to me
2. In college, practicals were beneficial but most lectures are note taking and repeating information. I would have liked more discussion groups
3. Diagrams/images to accompany the text would be good, or if the reading was broken up more with a question related to that section.
4. Every aspect was covered. The quiz allowed me to test to see if i had actually retained the information and the reading extract was good to quickly refresh my memory
5. A variety of opportunities were used across the various platforms to allow for various learning styles. This approach suited me.

Q3: Did the training materials and activities keep you engaged and motivated?

1. I think after 2/3 material my attention span began to shorten
2. various modes of learning approached topics from different avenues to varying degrees, with written modes less appealing to me
3. Not the reading paper
4. The reading segment isn't my strong point. Not in terms of reading, but in terms of committing the information to memory/ digesting it.
5. I found the background colour and layout harsh to look at - white background with black writing.

Q4: Referring to Your VARK score - This question is for Visual learners only - Did you find the video content clear and engaging?

1. There was no visual examples, only people talking so it was more like a podcast
2. I was able to retain information in the videos and was able to reflect on the topics and my mindset on them as the speakers discussed the topics.
3. There wasn't much to look at. Maybe if the video had accompanying text/ diagrams or pictures embedded.
4. The multimodal way of learning is worthwhile.

Q5: Referring to Your VARK score - This question is for Auditory learners only - Were the audio clips/podcasts beneficial for you?

1. When it comes to online / digital learning the audio actually helps me to pick up information. even though my Aural score was low on VARK. I don't think I like to use audio to learn but I guess I do.
2. The use of a podcasts were very well done, the use of 2 speakers and a conversational tone/set up helped keep my engagement.
3. Natural discussions within podcasts was very good

Q6: Referring to Your VARK score - This question is for Read/Write learners only - Were the written extracts and quizzes beneficial for you?

1. Well laid out and summarised
2. They wouldn't be how I'd like to solely learn, I'm glad I had options

Q7: Referring to Your VARK score - This question is for Kinesthetic learners only - Did the interactive TWINE simulation exercise with different scenarios allow you to actively engage with the material and feel like it was a real life scenario?

1. Even though my VARK had 10 for Kinesthetic, the simulation exercises did not help much for me. I found them too wordy and clunky.
2. Having to critically think of the learnings application within the scenario helped to keep me engaged.
3. I found this section the most engaging.

Q8: Referring to Your VARK score - This question is for Kinesthetic learners only - Did the branching narrative and multiple paths within the TWINE story provide a sense of exploration and discovery, similar to navigating a physical environment?

1. No, I found these a bit confusing to use / click through
2. Seeing how actions can lead to different results in a scenario helped me to solidify the learnings of the other content and grasp a better understanding of what i had learned and how to best apply it.
3. This was engaging and more fun to put what i had learnt into active use instead of answering standard questions

Q9: Referring to Your VARK score - This question is for multimodal learners only - Did the multiple and variety of learning scenarios appeal to you?

1. I found glancing over the terms to start then watching/listening to the video, then the podcast worked well
2. I found the scenario, video and audio most useful
3. Reading alone did nothing, but when combined with a podcast or video it was incredibly useful
4. The variety was very useful.

Q10: You had two different scenario formats. The Growth Mindset scenario exercise was more detailed and immersive. Which format did you prefer?

1. The Heart of Chang scenario felt abrupt without real exploration of variety of options. I preferred the Growth Mindset scenario as it gave a few more realistic action options with more follow up options.
2. I found them about the same
3. I found both to be equally insightful and I learned a lot completing both modules
4. I found the content in the growth mindset scenario resonated more with me
5. I thought the audio was very informative and interesting
6. I prefer more concise material
7. I found both equally detailed and immersive.
8. Growth Mindset: I found the content more relatable and informative (and applicable to my experiences).
9. Growth Mindset: It was better to see detailed explanations of what choices I made and how they made an impact in a real world setting. This scenario was also more realistic.
10. The second one caught my attention (Growth Mindset).
11. I thought both scenarios related to each other, so I had no preference.
12. I felt they complimented each other in their subject matter
13. It was a key piece of my feedback on the heart of change one - it was like being told what the answer was -- where the growth one was more where my choices drove me
14. Growth Mindset: I found that the content was more relatable. I had to scroll back a lot in the 'Heart of Change' scenario in order to understand what was going on.

Q11: How would you rate your user experience?

1. User experience was fine. maybe it was just due to me not having much interest in the topics I had to study so overall I found myself just trying to get it done
2. I enjoyed the content, finding it very applicable to working life in all sectors, not just business. I found the different modes of learning content to be very inclusive and easy to follow.
3. Easy user interface, easy to follow the process
4. I learned a lot in a short space of time
5. I enjoyed the podcasts section as it allowed me to think about the topics.
6. I learned a lot about myself and these topics
7. It was well laid out and instructions were clear.
8. Overall, the experience was good; I've learnt and reflected about myself throughout the modules.
9. The layout was clear and concise, I had no problems navigating it.
10. Particularly with growth much more interactive and engaging

Q12: What feature of the interactive platform did you like most?

No Comments

Q13: Which colour palette option did you prefer using?

1. Black background, white headers, yellow main text
2. This allowed me to personalise the learning experience and make a change from looking at an office type interface

Q14: Did you experience any issues?

1. Sometimes the links had to be clicked in specific parts to work. At first I wasn't sure exactly what I was supposed to be doing but figured it out on second attempt
2. It was a seamless experience and enjoyable.
3. In the end the background was black and the words as well.
4. I wasn't always sure what I needed to do as I was progressing through the steps, the platform seems limited in that regard.

Q15 - What other comments do you have for me?

1. I enjoyed the process and the subject matter. I understand that the information was meant to be available in various formats but after the second or third version they felt repetitive and so the interactive change was nice to mix things up
2. The Podcast was my least favourite part as the conversation felt very staged, not organic, but it was still easy to listen to and held my attention.
3. 1. Glossary of terms - might also be good to have a link built into where the word appears on the guidance material or reading material 2. How do you show progress - humans like to see how far they have progressed through a programme.
4. It was very well thought out and circulated. I feel like I learnt a lot about myself and will be taking these new tools of learning forward in my sales career as I constantly need to adapt and grow.
5. It was a small bit difficult to navigate the platform from time to time (maybe slightly cumbersome). However, wishing you the very best of luck with your study.
6. The platform was well-organised and the instructions were clear. I was impressed that we were compelled to choose a background colour, which demonstrated an insight into design for the user experience. At one point I wanted to change the background colour or revisit the previous section, but there was no way to go back as the browser back button was greyed out. I recommend in the future to allow access to a home or menu page. I am apprehensive about the reliance on VARK as there have been subsequent studies that have debunked 'preferred learning styles'. Instead, the studies show that we need all forms at varying times, and when using Universal Design for Learning (UDL) principles, the learner is empowered to choose what they need and when.
7. This video is a great entry point about some misunderstandings around VARK <https://www.youtube.com/watch?v=rhgwlhB58PA&t=8s>. These ideas would be great for further exploration! The video and podcast clips were good lengths and not too long nor too short, and all content was 'chunked' appropriately with good headings. I recommend in future survey design that questions 3-11 use a LIKERT scale instead of binary options. The open-ended follow-up questions were very good practice. I enjoyed engaging with this material and being forced to reflect on my experience. A worthwhile experience. Best of luck with the project and I look forward to seeing what comes from it!
8. Overall the design and layout of the webpages were ok but perhaps a bit outdated. A lot of information presented in text all at once which I think people tend to skim looking for the 'call to action' so it made it a bit confusing at first to me. Once I figured out the structure, Using it was fine though.
9. I enjoyed the study
10. Overall I really enjoyed the 2 modules, it was well put together and informative. The best of luck with the rest of your project!

11. I think the exercise made me realise that I am more of a visual learner than my VARK score suggested. I also think having materials available in at least two different formats (learning styles) is more beneficial to people for maximising learnings.
12. I did miss one scenario but went back to it afterwards in the Growth mindset. The flow and access to materials was really good and I loved the variety. I could choose and mix between different styles. For the process based change module it was easier to see the steps in the text listed but listen about them using the video and/or podcast. For the growth mindset the podcast was the best platform as it was explaining a concept.
13. The module was insightful and provided practical strategies for adopting a growth mindset.

Exploring Leadership Development Through Interactive Twine Simulations By Donagh McCarthy



Introduction

Inspired by observations while on third year work placement, my project explores the potential of digital environments for leadership training and its impact on learning styles.

Research Question

How does Learning styles influence the effectiveness of Scenario Based Digital Leadership training?

Methodology



Conclusions

Learner engagement with the training activities was largely positive, with the interactive scenarios and audio materials being particularly well-received. While reading materials were less engaging for some, the overall variety of tools and learning opportunities was a significant strength of the platform, catering to different learning preferences and contributing to a generally engaging learning experience for most participants.

Some Key Findings



90% of learners felt there were sufficient opportunities to learn in a way that best suited them. The variety of learning modes was cited as a key reason for this positive perception.

The Impact of the Materials on the Various Learning Styles:

- Auditory learners generally found the audio clips/podcasts beneficial
 - Read/Write learners mostly found the written extracts and quizzes helpful
 - Kinesthetic learners largely found the interactive TWINE simulations engaging
 - Multimodal learners overwhelmingly appreciated the variety of learning scenarios
 - While some visual learners found videos clear, others desired more visual examples

Learners often benefit from and appreciate a variety of learning formats, and combining different formats can be particularly effective. The validity of the VARK model itself is questioned by some learners, aligning with broader critiques in educational research.

The feedback suggests that the effectiveness of a learning material goes beyond a simple alignment with a broad VARK category. The specific design and content of the material (e.g., the visual elements in videos, the interactivity of scenarios) play a crucial role as does the ability to choose a colour palette to personalize the learning experience. 50% of respondents favoured the Black/White/Yellow colour palette.

Therefore, the research provides some indicative evidence that for the most part learners tend to favour learning methods aligned with their self-reported VARK styles. However, several participants, regardless of their VARK preference, highlighted the benefit of having materials available in multiple formats and the usefulness of combining different formats for learning. This suggests that a blend of approaches might be more effective than strictly adhering to individual VARK preferences.



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