



# STOP Assigning Training Your Team Hates

Why People Despise  
Training & How to Fix It

[easylama.com](https://easylama.com)



# What to expect

## What you'll walk away with

- A clear understanding of *why employees avoid training* and what's actually driving that behavior
- Practical ways to design training people will *actually complete* across industries and teams
- How to customize training to make it more relevant, engaging, and effective
- A little EasyLlama trivia along the way 🙄



**Stick around to win...**





**Dr. Erica Lozy, PhD, BCBA**  
Psychology Group of New  
England



**Hebba Youssef**  
Chief People Officer  
Workweek



**Alicia Falcon**  
Product Marketing  
EasyLlama

01

# Why People Avoid Things (and how it relates to training)

”

**Behavior is a  
function of the  
person and their  
environment.**



**Kurt Lewin**  
Psychologist

# The top 5 reasons people avoid things (...like training)

1

Too much time

2

Not enough structure → Impending doom

3

Uncertainty/the unknown

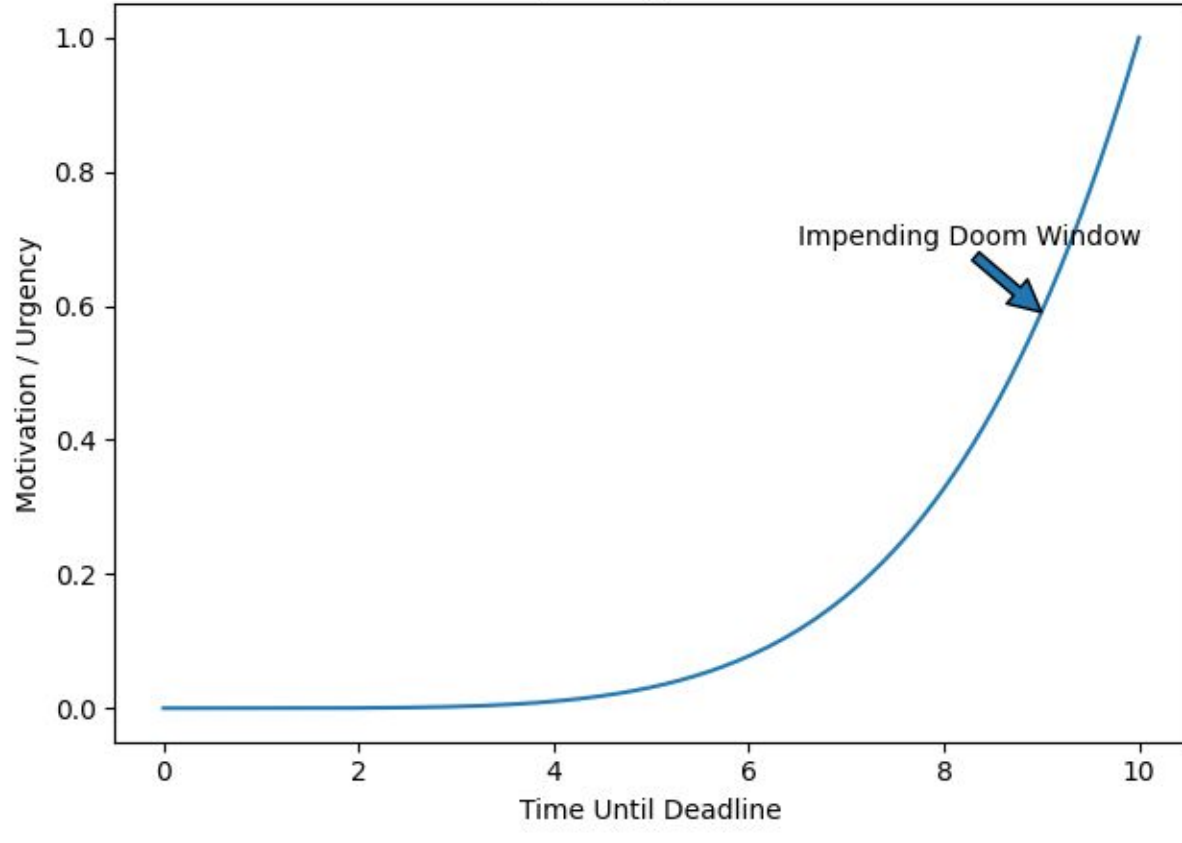
4

No meaning or connection to values

5

Bad learning history

## The Impending Doom Effect



# How to combat training avoidance

1

**Set shorter, clear deadlines to create sense of urgency and prioritization**

2

**Give tasks a specific time and place to increase follow-through**

3

**Reduce uncertainty by explaining exactly what the task involves and how long it will take**

4

**Connect the task to something meaningful or valuable for the person completing it**

5

**Make the experience simple and engaging to create positive future learning history**

02

# How to design training your employees don't hate

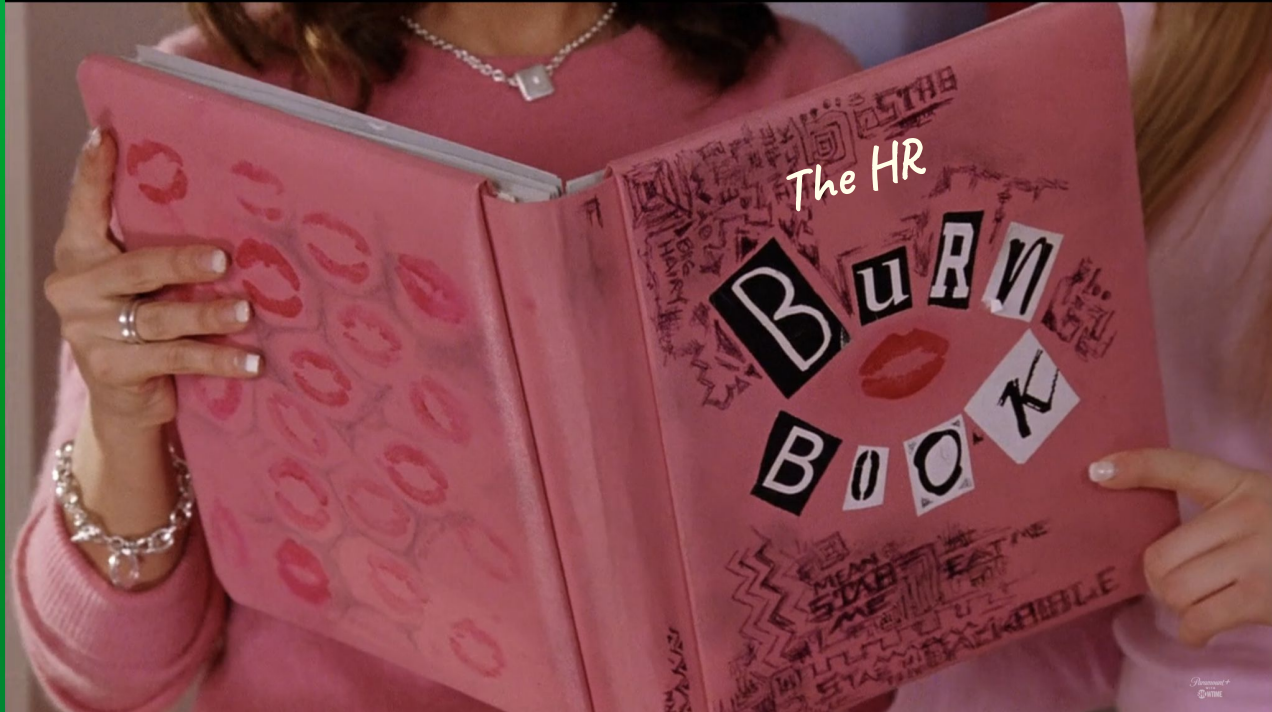
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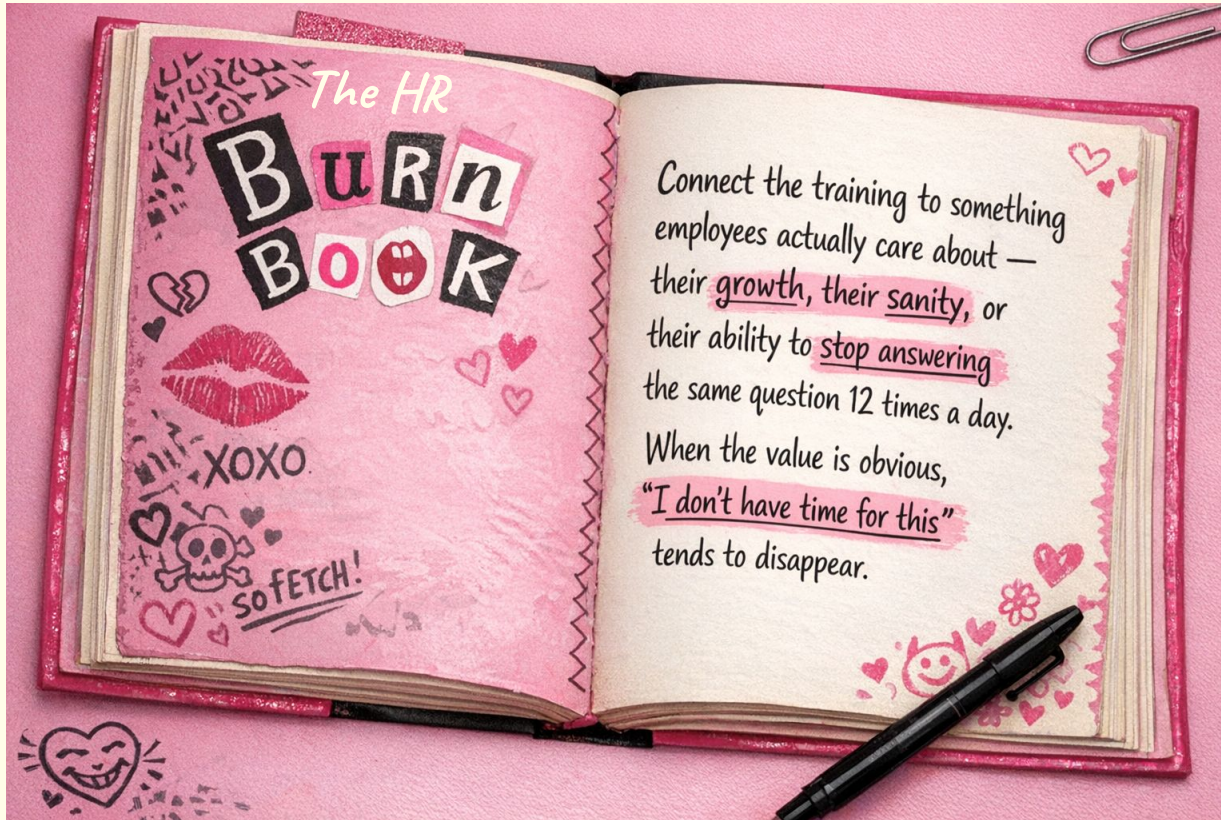
Millions of dollars and minutes are being wasted on training because it's not built for learners.



**Hebba Youssef**  
Chief People Officer  
Workweek

# The Training Burn Book

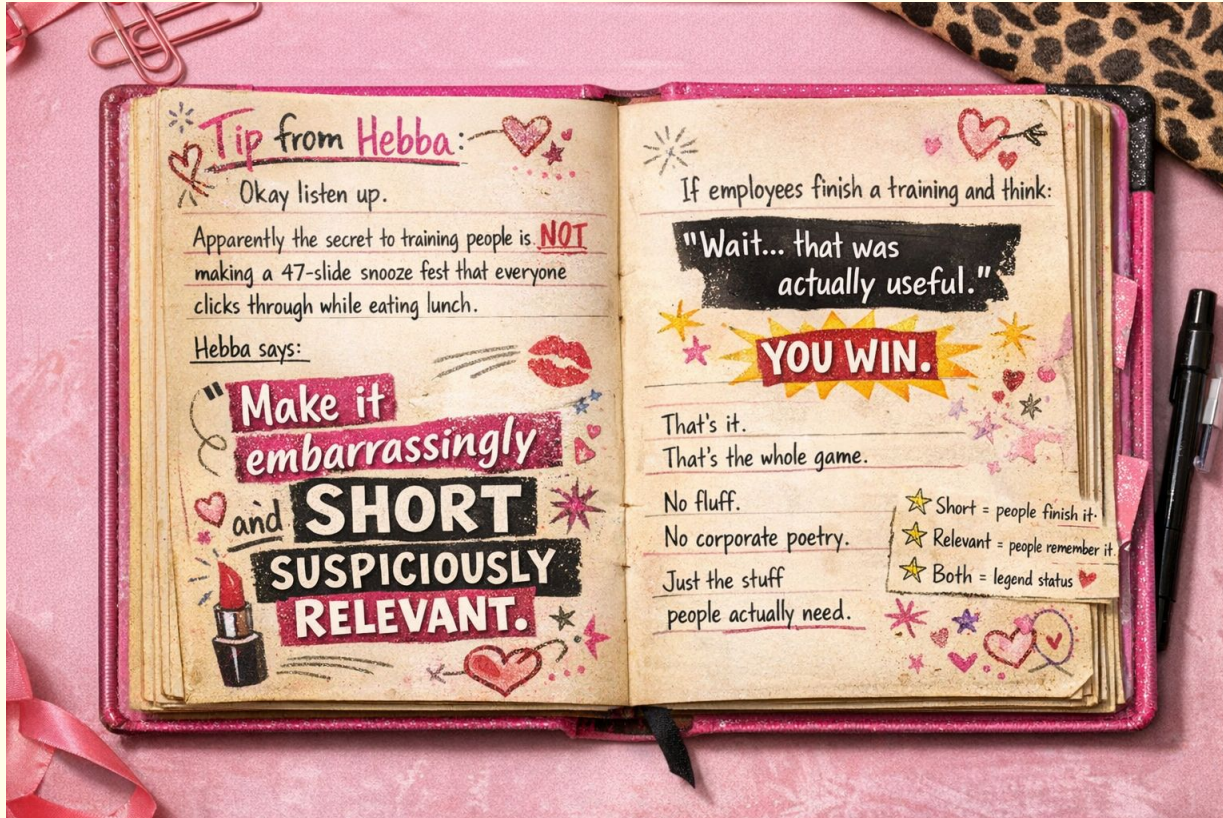




## Tip from Hebba:

“Connect the training to something they actually care about: their growth, their sanity, their ability to stop getting the same question 12 times a day.

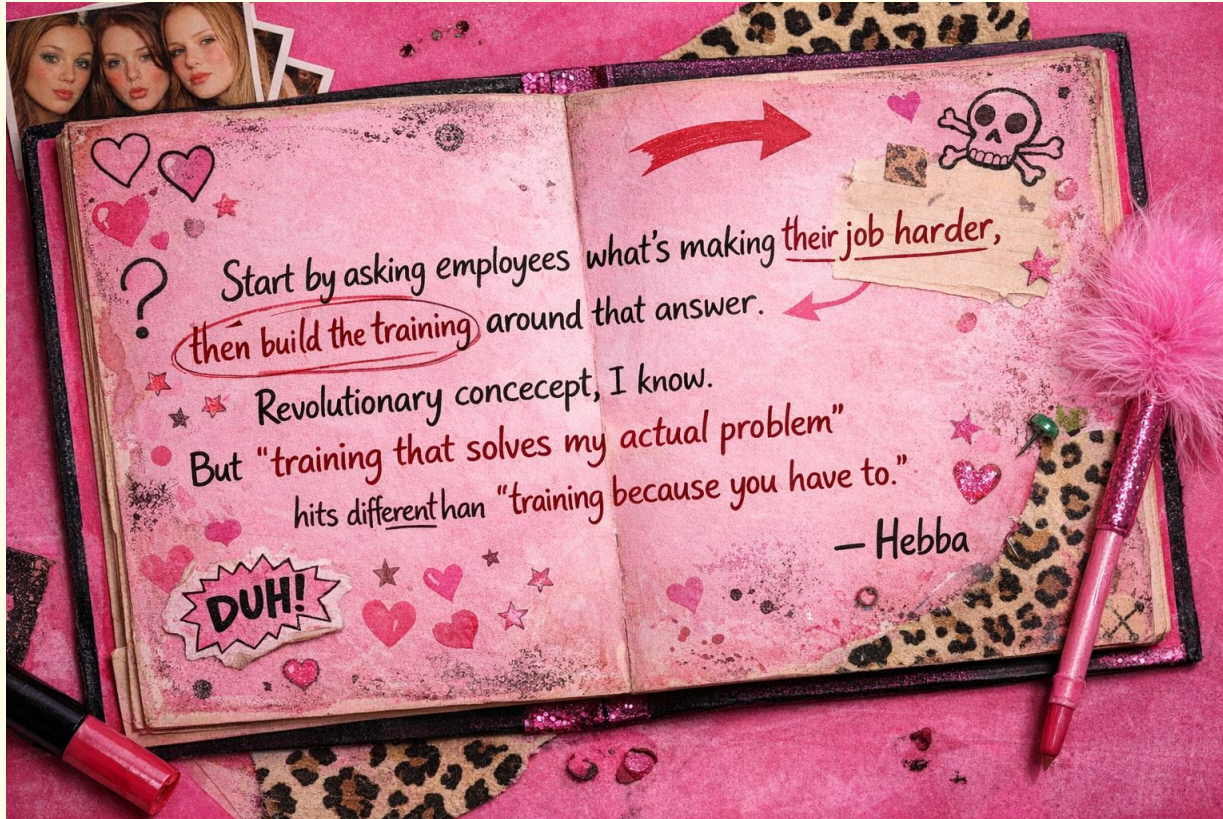
When the 'what's in it for me' is obvious, the 'I don't have time for this' tends to disappear.”



## Tip from Hebba:

"Make it embarrassingly short and suspiciously relevant. If employees finish a training and think, '*that was actually useful*', you've won!"

That's the whole game."



## Tip from Hebba:

“Start by asking employees what's making their job harder, then build the training around that answer. Revolutionary concecept, I know. But 'training that solves my *actual* problem' hits different than 'training because you have to.'”  
— Hebba

# The top 5 reasons employees avoid training (HR perspective)

1

Too much time

2

Not enough structure → Impending doom

3

Uncertainty/the unknown

4

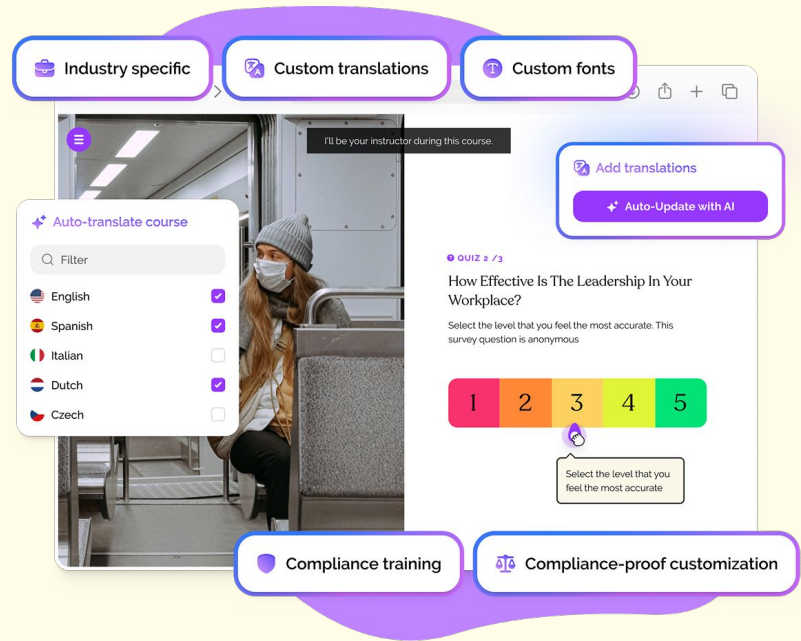
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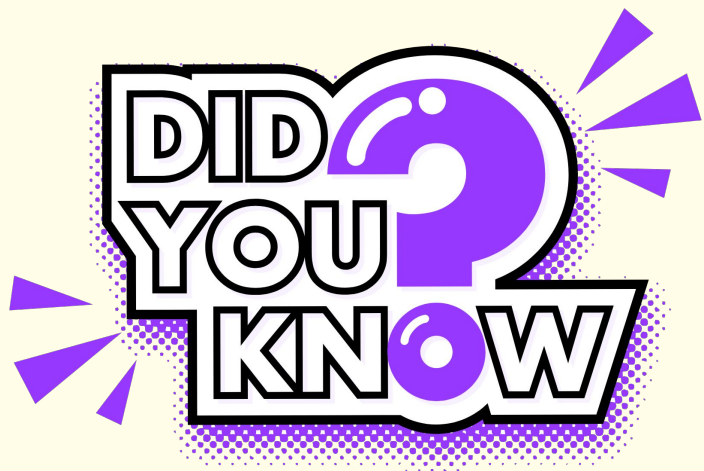
5

Bad learning history

# 03

## How to tailor your training to drive real change (...and less sighs)





**30%** of leaders are prioritizing  
**more tailored compliance  
training**

**38%** of employees expect training  
that's **relevant to their role**

Tailored training and technology  
drive **64% better risk visibility** and  
**53% faster issue response**

(Gartner, 2025)



00:00.00

I'm going to show you all

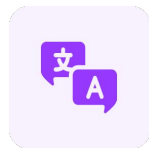
# Compliance customized to you, by you

Creating compliance and job training for *your* needs, has never been easier.



## CUSTOMIZE

Tailor training content to your business, from company policies to state requirements to roles and departments.



## TRANSLATE

Translate training content into 30+ languages for free with AI, so employees can learn in the language they know best.



## TRACK

Customize existing dashboards or create new ones to track and report on what matters most to your business.

# EasyLlama Training Trivia!

What do admins customize most to make training match their organization?

1

?

2

?

3

?

# EasyLlama Training Trivia!

What do admins customize most to make training match their organization?

1

## Remove content

Hide or remove sections that don't apply to their policies or workforce.

2

?

3

?

# EasyLlama Training Trivia!

What do admins customize most to make training match their organization?

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## Remove content

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2

## Edit or add text

Update language, add context, or customize wording to match tone.

3

?

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## Remove content

Hide or remove sections that don't apply to their policies or workforce.

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## Edit or add text

Update language, add context, or customize wording to match tone.

3

## Adjust images

Swap visuals to better reflect your people, culture, and brand.

# A better way to create a safer workplace

## Legacy compliance

“Check-the-box” requirements to meet legal obligations

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Same training for everyone

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Long videos, text-heavy content

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Minimal documentation of effectiveness

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Completion rates and quiz scores



## Agile compliance

Always-on, proactive & automated risk-reduction

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Tailored by role, risk level, and location

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Customizable, short, engaging, scenario-based

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Strong audit trail & proof of completion

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Risk signals and behavior change tracking

And the winner is...





EasyLlama

# THANK YOU for attending

Stay tuned for more updates and improvements.

Explore the latest features and enhancements that can benefit your team.

[easylama.com](https://easylama.com)