



EVIVVE

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a
case for
practice spaces

WHITE PAPER

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I. Executive Summary

This paper explores **how we learn new skills and why it's important to reflect** on what we've learned. Our research showed that when we have interesting experiences, we tend to think more deeply about what we did. However, creating these engaging experiences can be challenging. That's where practice spaces come in. These are **safe environments** where we can try out new skills and improve them **without fear of failure**.

We believe that schools and companies should incorporate practice spaces into their learning programs to help people learn more effectively. By using practice spaces, learners can develop important skills and be more successful in both their academic and professional lives.

Mohsin Memon
Founder & CEO, Evivve



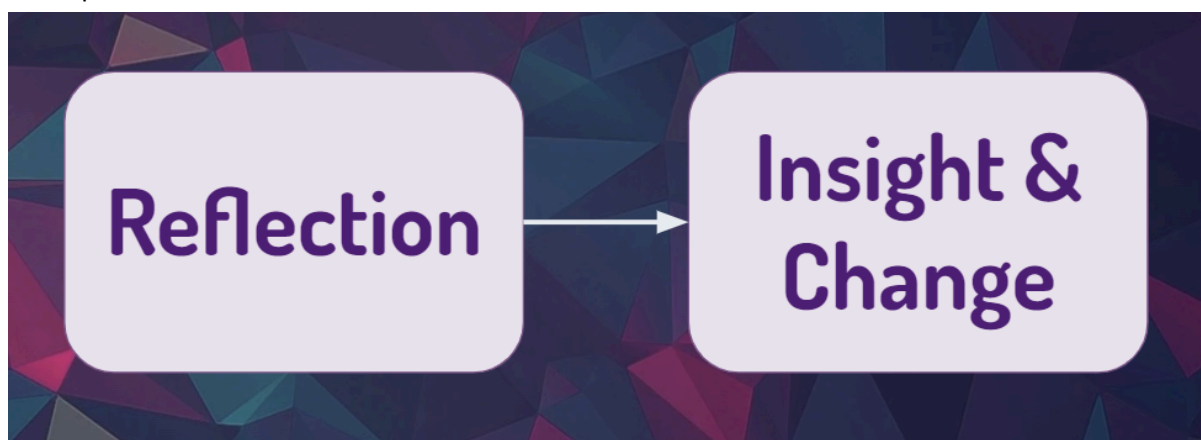
II. Introduction

In the realm of learning and development, the notion of "learning by doing" has long been touted as a fundamental principle. However, through extensive research spanning over 8 years and involving observation of over 20,000 gaming sessions across 50 countries, it has become evident that the process of learning new behaviors goes beyond mere action. This paper seeks to explore the concept of practice spaces as crucial environments for fostering meaningful reflection and skill development. Drawing from empirical evidence and insights, we aim to elucidate the importance of practice spaces in bridging the gap between learning and application in various domains, particularly in social and emotional learning (SEL) including, and not limited to, the range of leadership skills.

III. A Case for Practice Spaces

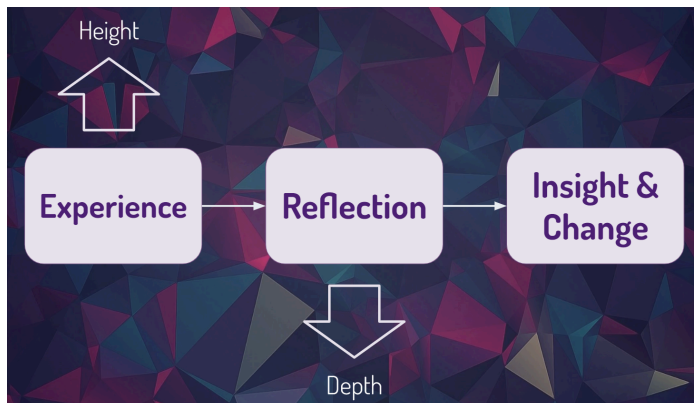
A. The Role of Reflection in Learning:

Contrary to popular belief, the research findings reveal that learning new behaviors is not solely achieved through action but through intentional reflection upon those actions. Reflection acts as a catalyst for deepening understanding and internalizing new skills. According to studies by Dewey (1933) and Kolb (1984), experiential learning theory emphasizes the iterative cycle of experience, reflection, conceptualization, and experimentation.



B. Dynamics of Experience and Reflection:

Our research demonstrates a direct correlation between the richness of experience and the depth of reflection. When learners engage in dynamic and immersive experiences, they are better equipped to reflect on their actions, identify areas for improvement, and internalize learning outcomes. This underscores the significance of creating environments that facilitate diverse and engaging experiences conducive to reflective practice.



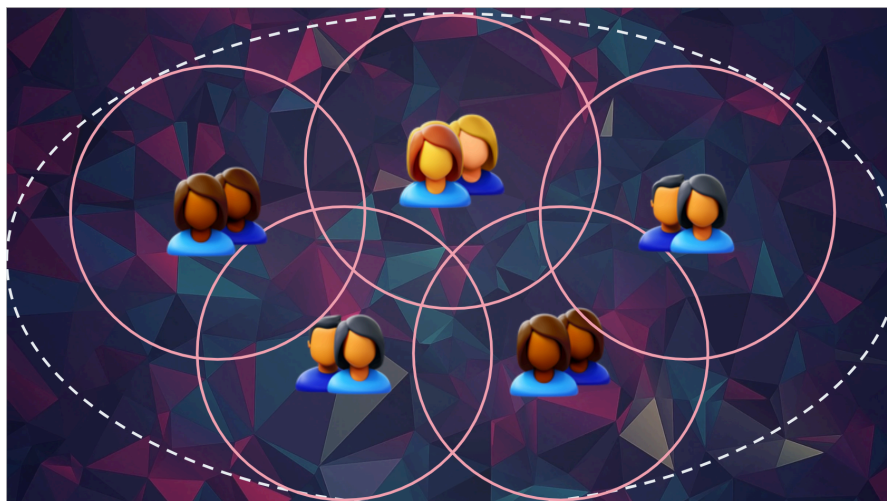
C. Challenges in Creating Dynamic Learning Environments:

While the benefits of dynamic learning experiences are evident, the creation of such environments presents significant challenges. Particularly in the realm of SEL, where skills such as effective communication and collaboration are context-dependent and influenced by interpersonal dynamics, where the action of one member of the team affects others. And therein lie the opportunities to deal with emotions like anger and frustration to build emotional intelligence. Or communication and collaboration techniques that help you set better expectations with your manager. Traditional training modalities often fall short in providing realistic practice scenarios that sufficiently bring us in touch with such learning opportunities.



D. The Concept of Practice Spaces:

Practice Spaces emerge as essential components in addressing the limitations of traditional training approaches. Defined as safe and immersive environments for learners to experiment with new behaviors, practice spaces enable individuals to develop confidence and comfort in applying learned skills. By simulating real-world scenarios and facilitating interaction with peers, practice spaces bridge the gap between theoretical knowledge and practical application.



E. Transitioning from Learning to Doing:

Before we can talk about transitioning a learnt skill into an individual's daily life, we must understand what it takes for someone to actually apply what they learn.

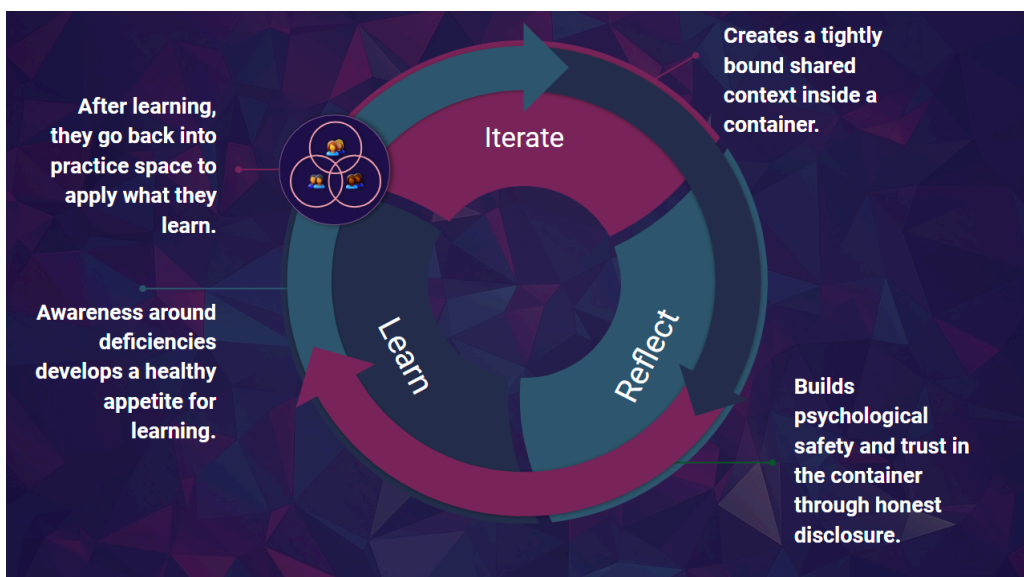
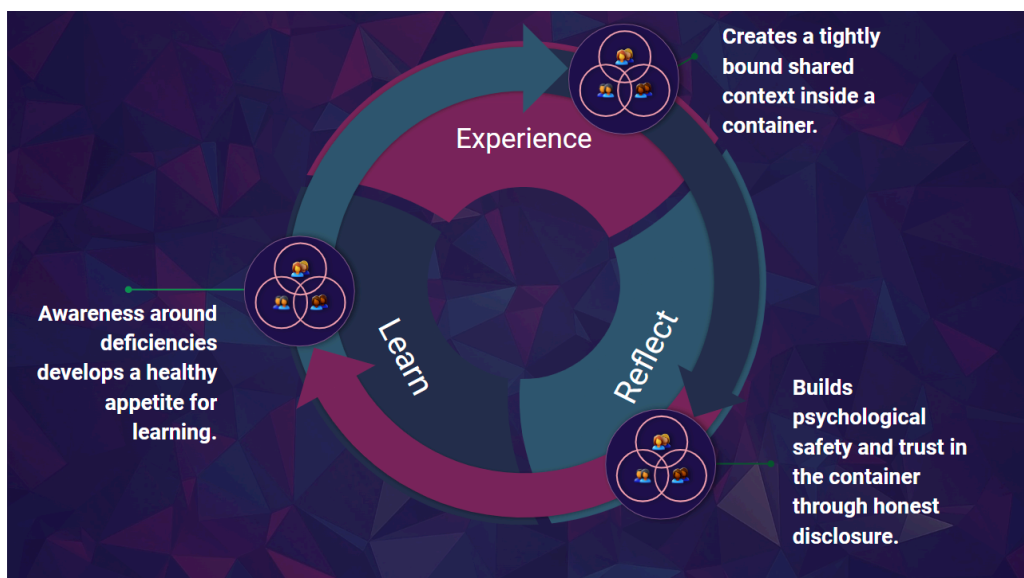


Through repeated practice and feedback loops, learners gain confidence in their ability to apply newly acquired skills in new contexts. Practice spaces serve as incubators for skill development, allowing individuals to refine their abilities before entering the "doing space" of everyday work situations. It provides Confidence and Comfort. Confidence in both my ability to apply the skill effectively and for it to give me predictive results. And comfort in actually doing it. Both of which are developed in what I like to call the "Practice Space".

IV. Implementation of Practice Spaces:

Organizations are encouraged to integrate practice spaces into their learning and development initiatives to enhance the transfer of learning to the workplace. Platforms such as Evivve offer interactive gaming experiences designed to simulate real-world scenarios and

provide opportunities for skill practice in a safe and supportive environment. By leveraging technology and core game theory principles, practice spaces offer scalable and cost-effective solutions for skill development across diverse audiences.



Let's pause to think about this for a moment...

allow 7 seconds to pass before you move to the next page and sense the magic unfold... deep breath in.... start... now

1...2...3...4...5...6...7...

V. Conclusion:

In conclusion, practice spaces represent a paradigm shift in learning and development, emphasizing the importance of experiential learning and reflective practice. By providing opportunities for immersive and dynamic experiences, practice spaces empower individuals to attempt using new skills and therefore; develop them for success in today's fast-paced and interconnected world.

As organizations embrace the concept of practice spaces, they pave the way for a more effective and impactful approach to learning and development.

Thank you for reading.

Mohsin Memon

CEO, Evivve

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- Kolb, D. A. (1984). Experiential learning: Experience as the source of learning and development. Englewood Cliffs, NJ: Prentice Hall.

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