# 🚫 What Inhibits Learning (That Facilitators Can Influence)

* 🛑 Lack of emotional safety – If participants feel judged, anxious, or afraid to make mistakes, they’ll shut down.
* 😴 Passive or boring formats – Long lectures, no interaction = low engagement = low retention.
* ❓ Lack of relevance – If learners don’t see how content connects to their life, it won’t stick.
* 🧠💥 Overload of information – Too much content at once overwhelms the brain; less is more.
* 🪑 No movement or body engagement – Sitting too long reduces focus and energy.
* 💤 Not enough emotional engagement – Emotionless activities aren’t memorable.
* 🪞 Lack of reflection or debriefing – No processing time = shallow learning.
* 🧏‍♀️ Mismatch of learning styles – Using only one method (e.g., just talking) excludes others.
* 🙅‍♂️ Low autonomy or agency – No choices = low motivation.
* 😐 Poor facilitation energy – Low energy or unclear facilitation impacts the group vibe.