

# Synchronous vs Asynchronous Learning

## WHAT IS SYNCHRONOUS LEARNING?

Takes place in real time with groups of learners

Can be done online via webinars, instant messaging and virtual classrooms

Collaborative and feedback-friendly

### PROS

High interaction with instructors and other learners

Feedback is immediate

Learner questions can be answered immediately

### CONS

Learners have to go to class on a schedule and can't access content when and where they like

Some learners may feel they're not receiving the individual attention they need

Quality of the sessions depends on the instructor

## WHAT IS ASYNCHRONOUS LEARNING?

A more learner-centered approach

Can be self-paced through online courses, email, blogs, pre-recorded videos or webinars, online discussion forums

Learners complete content in their own time and at their own pace

### PROS

Offers flexibility to address your own learning goals

Free, self-paced materials, videos, or pre-recorded content

Self-paced training is self-directed

### CONS

Content through asynchronous learning may be missed

Learners may feel more isolated

Learners need to be self-disciplined and motivated to complete their courses