

1. An intelligent choice. Everyone has practical intelligence and analytical intelligence. People learn by using both types of intelligence. Traditional training approaches cater to analytical intelligence whereas learning through games and simulations cater to practical intelligence. Effective use of training games enables us to combine practical intelligence during play with the analytical intelligence after play, during the debriefing discussion.

2. Computers can take care of complex logistics. Trainers are sometimes hesitant to use complex simulations because of the computations involved in keeping track of different scores. Trainers can now facilitate complex simulations by letting the computer take care of the scorekeeping and random events.

3. Different types of diversity. Participants in training groups are becoming much more diverse than ever before. Training takes every effort to cater to ethnic, cultural, gender, generational, and learning-style differences. Playing games is one approach that accommodates differences among participants, especially their learning-style differences.

4. Everyone recognizes the advantages of active learning. Cognitive scientists and learning theorists have persuaded trainers that passive strategies do not produce effective results. Current research suggests that anything that can be—and should be—taught through active learning approaches.

5. Games are available for introverted learners. Introverts used to feel threatened when they are required to play interactive games. New game format now permit participants to play solitaire card games and to solve challenging puzzles all by themselves. Computer games provide opportunities for players to compete against imaginary opponents instead of real-life ones.

6. Games benefit from the increased blending of education and entertainment. Today's learners want to be entertained while they learn new skills and knowledge. One of the recent trends is that the video game industry is seriously competing with the billion-dollar movie industry. Serious gamers are bringing sophisticated video games to the training of critical skills.

7. Games exploit the power of peer teaching. A proven strategy for effective learning is to encourage participants to learn from one another. Many training games require cooperative learning among team members and competitive display of skills between teams. Within the structure of a training game, when an advanced participant teaches a beginner, both of them gain in their mastery of new skills and knowledge.

8. Games help people to add value to their leisure time. Playing a game is an active alternative to watching TV in a passive fashion. Active games improve the player's physical, mental, and social health.

9. Games help us handle rapidly changing training content. Many games provide effective templates for training activities. We can keep the game structure intact and update the content to provide the latest information.

10. Games permit faster instructional design. Training games can be wrapped around existing content resources such as handouts, video recording, and websites. This enables us to use the same game structure to accommodate different content sources.

11. Games provide integrated assessment. For example, the final test for a training program can be presented in the form of a crossword puzzle. In a team game, quiz contests can be held periodically to test participants' mastery.

12. Games provide performance-based training. Participation in a game requires the players to frequently make decisions and perform activities. The play of a game involves some form of action on the part of the players. All of these factors emphasize active performance.

13. Games help self-help groups.

People who have special needs, expertise, problems, or experiences organize themselves into self-help groups. Instead of just talking to each other in an informal fashion, we can use training activities to provide useful structure and increase the effectiveness of interaction in these groups.

15. Games make use of media design tools. New and sophisticated computer hardware and software enable us to produce audio and video recordings. Most people are now able to incorporate high-quality media materials in their simulation games instead of limiting themselves to the traditional printed text.

14. Games permit large-scale participation. New types of games enable large groups to participate in the play. On the Internet, there are many massive multiplayer roleplay simulations. These large-group games provide more economies of scale than ever before.

16. Games allow more trainers to become facilitators. These trainers know the importance of being a guide by the side instead of functioning as a sage on the stage. They are also trained on facilitation skills in train-the-trainer programs. They can conduct training activities more effectively and debrief participants to share their insights from these activities.

17. Games involve teamwork for training. Most corporate work is performed not by individuals, but by teams. Games enable us to train participants in teams. This results in better team performance on the job.

18. Humans are the playing species. In the evolutionary tree, what makes human beings different from other animals is that they are the most playful species. The Dutch cultural theorist, professor Johan Huizinga, calls the human species *Homo Ludens* or “Man the Player”. This fact supports the use of games for teaching and training human beings.

19. Training games provide appropriate practice and feedback. The best way to acquire fluent mastery of most skills is to repeatedly practice appropriate behaviors and to receive immediate feedback. Many games transform drill practice activities into highly motivating contests that provide targeted practice and score points that are directly associated with increased competencies.

20. Games help train the new generation. New hires in our workplace come from the twitch-speed generation. They have been brought up playing video games and other types of activities. They have low tolerance for the slow-paced and passive learning approaches. Let's meet their learning-style preferences by using training games whenever possible.