

5 WAYS

TO HELP LEARNERS LEARN THRU DOING

Learning happens on board the learner. In one way you could say that the more the learner does, the more s/he learns. Here are 5 classroom practices trainers can use to help learners learn by doing.

1

HAVE LEARNERS "TEAM TEACH"

Divide your class into small groups and ask each group to research a key aspect of the topic and then as a team, teach it to everyone else.

Encourage their 'teach back' to be interactive and where possible include activities so it's not simply a presentation, but an engaging learning experience.

2

HAVE LEARNERS CONDUCT AN EXPERIMENT

Set an experiment for members of your class and ask them to conduct it.

This is a great way to fire up the neurons. In particular it leads learners to think critically as they set up, observe and reflect on the result. If the experiment is difficult enough to be challenging but at the same time attainable, it will create a memorable learning experience.

3

USE RESEARCH TO PROMOTE ANALYSIS

Sometimes the best way learn a new skill or piece of knowledge is to go find it. That's how half the world now works, right? Google it. So why not have learners research key skills or knowledge areas?

Provide parameters such as, "it needs to be a primary or secondary source." Research leads learners to review different sources, critique them, then form mental models. Have them report back for further reinforcement.

4 USE GAMES TO MOTIVATE & REINFORCE LEARNING

Games increase energy levels, improve motivation, and offer learners an interactive opportunity to engage with the content as they do the work of learning, working through a series of instructional goals.

Make sure games are focused on a learning or facilitation objective.

5

LEAD DISCUSSIONS

Knowledge and skills are three dimensional and a great way to explore that diversity is lead a discussion where learners can draw on their experiences, process them and then learn from others' experiences and viewpoints.

A key benefit of discussion is that it not only provides a diverse learning experience but simply talking about something helps fire those neurons which in turn leads to learning.