

What type of learning activity should you use?

Give your learners practical experience for each learning objective with an action that exercises their skills, thought processes, attitudes, & behaviors.

absorb



The learner reads, watches, and listens.

Absorb activities ...

- ▶ Inform and inspire
- ▶ Are often physically passive and mentally active
- ▶ Consist of information + the actions learners take to extract and comprehend knowledge from that info

do



The learner actively explores, exercises, and discovers.

Do activities ...

- ▶ Build meaning through action
- ▶ Transform the information learned during Absorb activities into knowledge and skills

connect



The learner links what they're learning to prior experiences & future applications.

Connect activities ...

- ▶ Connect what we are learning with what we know
- ▶ Bridge gaps
- ▶ Tie together previously learned skills/knowledge with higher-level skills/knowledge

absorb



Use:

- ▶ When learners need a little info
 - Updating current knowledge
 - Extending current knowledge & skills
- ▶ As a partner to another kind of activity
 - To prepare learners for a **Do** or **Connect** activity
 - As a follow-up to a **Do** or **Connect** activity

Sequence:

1st



Recommended ratio: 40%



Presentations



Provide information or an introduction to the subject.

Useful for organizing info into a clear and logical sequence.

Readings



Allow learners to pursue the subject in greater detail.

Let learners customize learning to their individual interests.

Incorporate existing documents to broaden learning.

Demonstrations



Let learners experience a variety of real-world examples, such as:

- Scenario demos
- User-interface tours
- Feature demos
- Active examples
- Extended examples

Other Types



Stories told by the teacher



Field trips



Guided tours

do



Use:

- To provide a safe space for practice
Give learners a safe, encouraging space to practice & apply what they're learning.
- To motivate learners
To activate curiosity, show how little they currently know, and make clear the value of what they're learning.
- To create opportunities for exploration & discovery

Sequence:

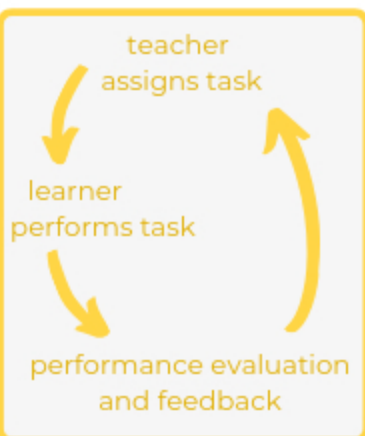
2nd or 3rd



Recommended ratio: 50%



Practice Activities



Learners experience applying information, knowledge, and skills:

- mechanical skills
- analytical skills
- interpersonal skills

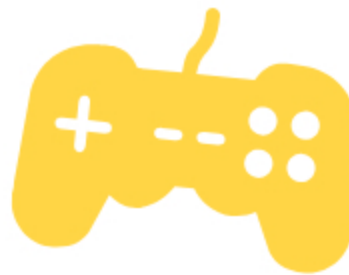
Discovery Activities



Use exploration and experimentation to lead learners to discover new...

- concepts
- principles
- facts
- ... for themselves.

Games & Simulations



Tap into experiential learning with games and simulations that let learners:

- discover new knowledge
- try out new skills
- learn from feedback
- monitor their progress

Other Types



guided analysis



case study



role-playing

connect



Use:

- To emphasize applicability of the material
Learners need to be convinced of the applicability of what they're learning to their real lives.
- When teaching a broad subject
Give learners the chance to apply their learning in a wide range of situations they might encounter.
- To prepare learners to apply their learning
Close the gap between what they're learning and situations they encounter at work, their later learning efforts, or their personal lives.

Sequence:


2nd or 3rd



Recommended ratio: 10%



Ponder Activities



Learners think deeply and broadly.

- identify examples
- answer rhetorical questions
- connect to personal knowledge/experience
- summarize learning
- brainstorm ideas


Questioning Activities



Learners fill in gaps and resolve confusion by asking questions of:

-  teachers
-  experts
-  fellow learners

Research Activities



Learners discover and use their own sources of information.

consider the question

↓

gather data

↓

apply data to question

↓

repeat until all questions are answered or time runs out

Other Types

- 
stories told by learners
- 
job aids
- 
original work