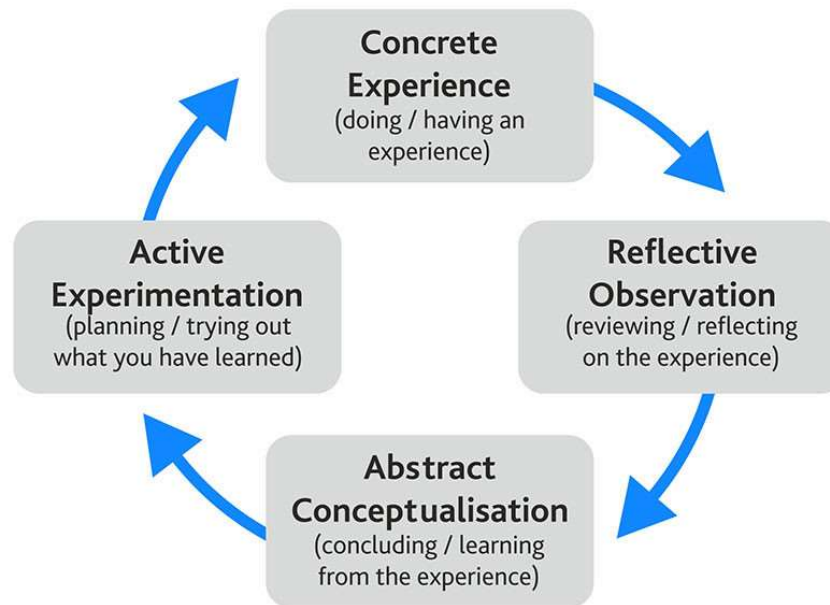


The Experiential Learning Cycle



Concrete Experience: In this stage, the learner is engaged in an experience.

Reflective Observation: In this stage, the learner consciously reflects back on the experience in which they engaged. When working with youth, we intentionally have to create and guide the Observation and Reflection Phase because youth have not fully developed the skills to do it without guidance.

Abstract Conceptualization: In this stage, the learner is challenged to generalize what they experienced. In other words, the learner is asked to connect the knowledge and skills that they just used in that experience to the larger world.

Active Experimentation: In this stage, the learner is given the opportunity to plan and test their knowledge and skills in a new experience. In other words, it is giving the learner the chance to apply knowledge and skills so as to continue to hone, revise, and grow one's thinking. It is, in fact, the continuation of learning.

The Art of Focused Conversations

Build your conversations and reflections using the following four levels of thinking:

Objective: What? – the straight forward of what literally happened

Reflective: Gut! – the feelings and reactions behind what happened

Interpretive: So What? – meaning, significance and implications

Decisional: Now What? – concerned with resolution and actions; how we'll move forward

Examples of Objective Questions (What?)

1. Describe what you saw/experienced.
2. Who or what was involved?
3. What is the purpose?
4. What does the document say?
5. What words were used?
6. What are some of the concerns _____ has experienced?
7. What steps did we go through? First? Second? Next? Explain step by step what happened?
8. What were the main points?
9. What body language did you notice?
10. What are question of clarity do you have?
11. What words or phrases catch your attention?
12. What facts stand out to you?
13. What other information do you know?
14. What comments have you heard?
15. What has happened since the last time we met? (Accomplishments, events, activities related to our task).
16. What statistics do we know?
17. What behaviors were observed or reported?
18. Where have you seen _____?
19. What is one thing you heard?
20. What specific acts of misbehavior have you seen?
21. What are the positive things you observed?
22. What did you do?
23. What are the rules?
24. Which parts do you remember the most?
25. What is one strategy you used?
26. What were the topics covered/discussed?
27. Tell all the information.
28. What was the goal?
29. What do you want to get done by when?

Examples of Reflective Questions (Gut)

1. What part did you laugh at?
2. When were you afraid?
3. What was confusing, exciting, or overwhelming?
4. What have you been grateful to someone for?
5. What images stick with you?
6. Who do you identify or relate to?

7. What am I interested in that this reminds me of?
8. What surprises you?
9. What memories came to mind?
10. At what point were you happy?
11. When did you really understand?
12. What made you irritated or angry?
13. What was your favorite part?
14. What was your first reaction?
15. What was inspiring to you?
16. What is causing you anxiety, stress, or unsettled feelings?
17. What part strikes you as the most powerful?
18. What is frustrating you?
19. Which part did you really hate?
20. What about our work do you feel best about?
21. Where did we struggle the most?
22. What part of the work ahead seems like a heavy burden?
23. What did your face look like? Make a face like that.
24. What's the worst part of this for you?
25. What are the challenges?
26. What is the most enjoyable?
27. What made you want to escape?
28. What worries you the most about his behavior?
29. Where in your body did you feel your frustration?
30. What do you like to do here?
31. When do you feel sad, angry, or unhappy here?
32. What did you feel the most proud of? What do you wish you had done better?
33. What surprises were in the program for you?
34. Where have you had a big "aha!" happen?
35. What part put me on the edge

Examples of Interpretive Questions (So What?)

1. Where did you have a breakthrough?
2. How will it affect you? Your work?
3. What has been most worthwhile?
4. What has been least helpful?
5. What was the most outrageous thing we did to allow/encourage learning?
6. Why did that happen?
7. What might I learn from this?
8. What did you discover about yourself?
9. If you were in their position, what would you do?
10. Why is this important?
11. What will be the greatest challenge to you in applying this?
12. How are these issues similar or connected?
13. What were some unique elements?
14. What patterns did you hear – where more than one group (person) said the same thing?
15. What is it you think the author was trying to get across to the readers?
16. What makes that an important message?

17. How were you changed by the experience?
18. In which areas did we work most effectively together? Where do we need to improve?
19. What is a value that comes from your observations and reflections?
20. Which of these issues concerns you the most?
21. What would you have done differently?
22. If you were in this picture, who would you be and what would you be doing?
23. Where did you have problems? Why?
24. Which of the recommendations are most important for you? Why?
25. Which parts are most critical to complete?
26. What was missing from this session for you?
27. What does this reveal about who you are?
28. What are some of the root issues?
29. What do you perceive to be the possible implications of this new situation, both positive and negative? Why?
30. What might this look like when we are done?
31. What are some of the things you can do to deal with it?
32. Which of these goals is your top priority?
33. How are you different now?
34. In the big picture of things, what is the importance of today?

Examples of Decisional Questions (Now What?)

1. How would you name the whole?
2. What do we need to do over the next few months?
3. Who will take on which tasks?
4. What recommendations do you have?
5. What do I do to carry out this assignment?
6. If you do it over again, what would you do differently?
7. How do you think this knowledge or experience will help in the future?
8. Who needs to be involved?
9. How will you start?
10. Based on what we've seen to date, what can we set as objectives for the end of next week?
11. What do you need to do to master this process?
12. How do we implement our learnings?
13. How can we clear this up?
14. How shall we communicate this decision to the rest of parents, staff, and students?
15. How can we put these together to create a solution we can live with?
16. How has this story changed you, or your thinking?
17. What are you willing to commit to?
18. How can we support each other?
19. What choices will you make?
20. What can we do to prevent this from happening again?
21. What is one thing you'll do as follow-up at your school/in community?
22. Who will take responsibility for any of these changes?
23. What do we want to suggest to the team?
24. What are our next steps? Who will do them?
25. What is the first action you have planned in your project?
26. Who will you go to if you need more help?