

The 4-A Learning Sequence

When you're designing any kind of learning event – a workshop, seminar, class, meeting – one of the most important components of your design is your learning tasks, those elements of the event in which the learners do something with the content they've set out to learn. For learning that lasts, use the 4-A Model, a foolproof tool.

1.

A

ANCHOR the content within the learner's experience;

ANCHOR—a task that has the learner access their own prior knowledge or experience with the topic/content/or similar experience.

2.

A

ADD new information

ADD- a task that has the learner hear / see / experience a substantive new piece of content: information, research, theory, skill.

3.

A

Invite the learner to APPLY the content in a new way or situation;

APPLY—a task that has the learner do something (there and then) with the new content.

4.

A

Ask the learner to decide what she will take AWAY and how she will use this learning in the future.

AWAY—a task that connects the new learning back to the life of the learner and its future use.



Global Learning Partners