

Teaching and Working Holistically – *a tool*

Teaching to the HEAD – Teach WHAT something is



Needs Assessment

- Did you check what the participants want or need at this time?
- Did you check what stakeholders believe is needed at this time?

Design

- Did you design to teach facts, methods, theories, concepts, or information?
- Did you give them the new content to take home with them?

Facilitation

- Did you present the content clearly?
- Did the participants engage with the new knowledge in a meaningful way?

Evaluation

- How do you know they know this content, and WHAT it is?
- Did you check what they *think* about this new content?

Teaching to the BODY – Teach HOW to do something



Needs Assessment

- Did you check to see if they know how to do something?
- Did you check what they need or want to learn how to do?

Design

- Did you design to show them how to do something?
- Did you offer a step-by-step process for how to do something?

Facilitation

- Did the participants practice or try out the new skill?
- Did they get feedback on what skill they are learning?

Evaluation

- How do you know they know HOW to do the new skill?
- Do the participants have a plan for using the new skill they just learned?

Teaching to the HEART – Teach WHY something is important



Needs Assessment

- Did you check how participants *feel* about the content to be taught?
- Did you check what challenges/obstacles are facing these participants?

Design

- What did you do to engage *the heart*?
- How did you invite stories into the learning to help the heart feel the importance of this content and engage personally?

Facilitation

- How did you ensure a safe space for heart learning?
- Did you check how they *feel* about this new content?

Evaluation

- How do you know they know WHY this content is important in their life/work?
- What evidence do you have that they value this in their life?

General Check in



- Did you intentionally decide which learning domain was needed at this time with these people, considering the time available? What is your focus?
- Why did you decide to focus the way you did?
- Did you clarify with the participants what your focus was going to be, and why? When/how did you do this?
- Did you clarify with the stakeholders what your focus was going to be, and why? When/how did you do this?
- Is more learning needed in a particular learning domain? What is it? When will you teach this?

NOTE: Not we don't need to teach in each learning domain every time we teach. It is our responsibility to learn and then decide where the priority focus should be at this time. Do they need to know WHAT something is, HOW to do it, or WHY it is important for them?