

Teaching and Working Holistically – *a tool*

Teaching to the HEAD – Teaching WHAT something is



Needs Assessment

- Did you check what the learners want or need *to know* 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 learners 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 – Teaching 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 learners practice or try out the new skill?
- Did they get feedback on the skill they are learning?

Evaluation

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

Teaching to the HEART – Teaching WHY something is important



Needs Assessment

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

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 with it?

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 learners what your focus was going to be, and why? When/how did you do this? With whom?
- Did you clarify with the stakeholders what your focus was going to be, and why? When/how did you do this? With whom?
- Is more learning needed in a particular learning domain? What is it? When will you teach this?

NOTE: We don't need to teach in each learning domain. It is our responsibility to do an in-depth needs assessment to help decide where the priority focus should be at this time, and the time available. Do they need to know WHAT something is, HOW to do it, or WHY it is important for them?