

10 Critical Principles

The following principles are based in Dialogue Education™. Using these critical principles will help to maximize learning. Here are some practical ways to help these come alive.

- 1. Engagement.** Learners need to be engaged in their learning to learn. You can do this by:
 - doing a lot of pair and table work
 - getting learners to do something *with* the content.
- 2. Inclusion.** Learners want to feel included and valued. You can do this by:
 - affirming all ideas
 - calling learners by name.
- 3. Respect.** Learners want to feel their ideas, experiences, knowledge, culture and everything about them is respected and honoured. You can do this by:
 - affirming all ideas
 - echoing ideas from the group.
- 4. Learning styles.** All learners have different learning preferences: auditory, visual, or kinesthetic. For this reason each session should offer options for each of these learning styles. You can do this by:
 - offering choice
 - presenting all information visually and auditory (at least!).
- 5. Immediacy.** Learners need to know when they will need to use the new content. If you can highlight that they will need it this weekend when they are out with their friends, engagement will be higher. You help this by:
 - always being specific about the time and place something can be used i.e. “This weekend when you are with your friends, you should...”
 - making final decisions at the end of a session specific to their day-to-day life. i.e. “Think of decision you need to make this weekend,...”
- 6. Safety.** Learners need to feel emotionally, physically, and psychologically safe enough to share personal stories, ask difficult questions and offer challenge ideas. You can do this by:
 - using warm-ups to help people bring their own experience and knowledge into the workshop
 - checking in with a group and individuals regularly.

7. **Relevance.** Learners need to understand how each session is relevant and important for them and their lives. If someone cannot see the relevance, they will unhook and not learn. You can do this by:
 - inviting learners to share how something is true in their lives
 - inviting learners to personalize as much as possible.

8. **See, hear, do.** All learners need to see and hear new content, and then do something with it. They need to have time to test it, challenge it, and try it out. You can do this by:
 - making sure there is less of the trainer talking and more of the learners *doing*.
 - minimizing presentation time and maximizing learner dialogue time.

9. **Sequence.** Learning needs to happen at a natural pace and move from simple to complex. If the learners are lost, confused or disinterested, there may be an issue of sequence. You can do this by:
 - following the sequence of the sessions
 - checking in with learners.

10. **Check in with your co-trainer.** It is important to check in with your co-trainer regularly. You need to check on timing, issues, and workshop changes, as a team. You can do this by:
 - checking in with each other quietly while learners are working
 - checking in before and after each session.