

The Reflecting Team MI Learning

Dialogues About the Dialogues!

MINT Sheffield 2011

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The Reflecting Team Adults learning

Dialogues About the Dialogues!



The Reflecting Team
Dialogues and Dialogues About the Dialogues

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The reflecting team can be described as "open talks"
or talking in the other's presence.
(Andersen, T. 1981.)

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Principles of Adults learning

"Everyone should listen to their own voice in the first hour and relate to others thoughts without comments from participants."

Create harmony and confidence;

"I'm ok and would really like to contribute with my experience, proficiency and skills, whatever my qualities."

"I'm ready to develop professional skills and personal qualities."

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Principles of Adults learning

Conversation focusing on external events.

- Barriers for changetalk and learning ...

Conversations focusing on effects and consequences

- Possibilities and learning strategies

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Principles of Adults learning

*Move the conversations forwards from
nothing, something, someone to...*

Now and Here, You and Me...

From debate, discussion to dialogue.

Dialouge about the dialogue!

"Creative Conversation"

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Principles of Adults learning

- Adults are *autonomous and self-directed*...
- Adults have *accumulated foundation of life experiences*...
- Adults are *goal-oriented*, goal they want to attain in the course...
- Adults are *relevancy-oriented*. Would like to see a reason for learning something. Learning has to be applicable...
- Adults are *practical*. The aspects of a lesson most useful to participants in their work..
- As do all learners, adults need to be shown *respect*. Equals in experience and knowledge and allowed to voice their opinions freely in class...

(Malcom Knowles 1984)

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Ways of adults learning style



- Concrete Experience (CE)
"Doer" →
- Active Experimenting (AE)
"Summerizer" →
- Abstract Thinking (AT)
"Explainer" →
- Reflective Observation (RO)
"Creator" →



Concrete Experiences

Emotional...

- Open and experienced orientated/concentrated
- Trusting emotions
- Confirmed and person orientated
- Every situation is unique
- Learning by example and events
- Learning by discussion with others who has the same learning style

Understanding Group and Leader
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Reflective Observation

Observing...

- Like to try out, an objective approach
- Trusts detailed observations
- Prefers lectures as learning method
- Tends to be introvert in group-discussions

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Abstract Thinking

Analyses...

- Oriented on analysis and thoughts
- Trusts logical thinking and rational behavior
- More interested in symbols and things than in people and emotions
- Prefers situations that focus on theory and systematical analyses
- Disappointed and don't believe in unstructured and/or experimental methods

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Active Experimenting

Doer...

- Active and action oriented
- Trusts experiments and exercises
- Learning by activities in small groups and by projects
- Don't like passive learning methods such as lectures
- Usually open-minded and extrovert

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Reflective Learning

Affirmation and appreciation – Organization development

Reflective learning in using different steps, 1 - 5

1. Write down moments of success in MI education situations.
Your keys for success as a MI instructor. Describe also some occasion that not went so well.
2. Explore and interview each other, two and two, story of success and perhaps experience of failure, learning by mistakes.
3. Summerize, short summery, two and two with another pair or group listen to your stories. We contribute to each others learning then we listen and show interest on my own and others learning.

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Concept and strategies for success

Step 4...

- *Intrapersonals qualities – style and spirit...*
- *Interpersonal action – between people...*
- *The approach of participants*

- *My concept for active participants...*

Dialogue about the dialogue – “coffeshop”

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Concept and strategies for success

Step 5...

My Notes, my learning...

What I will do next, next step of my learning...

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