



## Peer Advocates Training and Consulting

Rethinking Organizations and Community Through Peer Resources, Restorative Practices,  
Conflict Resolution, Conscious Communication

### TRANSFORMATIVE TEACHING and LEARNING

#### Experience, Learn, Action: ELA Format of Questioning

- Transformative Teaching and Learning Theory is based on the principle that **personal experience** is an integral part of the learning process. **It suggests that a learner's *interpretation* of the experience creates meaning, which leads to a change in their behavior, mindset, and beliefs.**
- When Transformative Learning occurs, a learner may undergo a "paradigm shift" that directly impacts how they see the world and future experiences. For example, they might discover that a long-held assumption is inaccurate. Or, it may open their eyes regarding a specific situation or concept, hence, leading to a deeper or broader understanding of that situation or concept.
- Because the processing of an activity is almost more important than the activity, formulating your questions to help participants reflect on their experience is critical for Transformative Learning. The following is a layout of the order of questioning so that the participants may better achieve a Transformative Learning experience.

#### ELA Format: Experience, Learn, Action

What did you **EXPERIENCE**?

What did you **LEARN** from that experience?

What **ACTION** will you now take based upon what you have learned?

**EXPERIENCE**

**LEARN**

**ACTION**

**ELA: CREATING A SERIES OF QUESTIONS TO  
HARVEST FOR INFORMATION**

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- E = What was your EXPERIENCE?
- L = What did you LEARN based upon your experience?
- A = What ACTIONS will you now take based upon what you learned?
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**What was your EXPERIENCE? Sample Questions:**

- So, what happened?
- What did you notice?
- What was that like for you?
- How did you feel? What about it made you feel that way?
- What did you think? What made you think that?
- What about it was disturbing / upsetting / fun?
- So, what are you noticing about what people are saying?
- Having done this activity, what are some similarities you share with others in this group? What are some differences amongst people in the group?

**What did you LEARN? Sample Questions:**

- Why do you think people have differences in their perspectives on this same activity? Who is right and who is wrong?
- So, what are you learning about \_\_\_\_\_?
- Why do you think people responded that way?
- Why did I do this activity with you as we are training to become \_\_\_\_\_?
- Why did I do this activity with you as we are studying \_\_\_\_\_?
- Why is this activity important given what we are studying / reading about?
- How is this like real life outside of this classroom / training room?

**What ACTIONS will you take based upon what you learned? Sample Questions:**

- So, how might what you are learning today, impact your life?
- How might what you learned today, help you as you venture forward into the subject matter / the training / your interactions in life?
- Based upon what you are noticing and learning, how can you use this information to make a change in your life?
- What changes might occur in your life if you apply what you learned today? Why do you think those things might change?
- How might your actions impact \_\_\_\_\_?
- How can you use what you are learning today in your work as a \_\_\_\_\_?
- To what will you commit now that you know \_\_\_\_\_?