

Prompts in an action learning cycle

One aspect of action learning is knowing how to keep the cycle of learning going. This comes in part through the prompts and enquiries which might be raised at each stage of the action learning cycle. The examples below are illustrative, indicative.

Noticing

Key Question:

'What is happening?'

- What is going on ?
- Could you be more specific?
- How do you feel about that?
- What else?
- What else?
- What's the most important thing?

Commenting

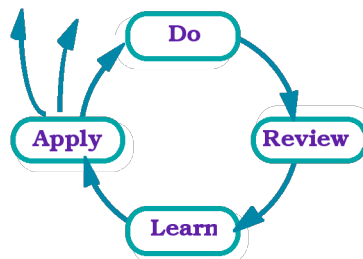
Key Question: 'What happened?'

- What went on?
- What did you see?
- What did you think when you saw that ?
- How did you feel about that ?
- Who else felt like that ?
- Who felt different?
- Where there any surprises / puzzles ?

Applying

Key question: ' Now what'

- Do you know other situations like this one?
- What have you learned about those situations?
- Will you do something different next time?
- Have you developed a plan?
- Will you set yourself a goal?
- What things will you add/leave out?
- What were the pluses/ minuses of working this way?



Reviewing

Key Question: 'What do you think?'

- What struck you about that?
- What did you see operating there?
- What's the most important thing that happened? Why?
- How was that significant?
- What difficulties did you encounter? How did you resolve the difficulties?
- What strategies seemed effective? Why?
- What else could we have done? How might it have been different?

Sense-making

Key Question: 'So what?'

- How did you account for that? What does that mean to you?
- What might we draw from that?
- Is that connecting with anything else for you?
- What might help us to explain that?
- What do you associate with that?
- What did you learn?
- What does that suggest to you aboutin general?
- Does that remind you of anything?