	Concepts / Theory	Tools/Practices	How are these ideas/tools used in the Carpentries?
How learning works	novice → competent → expert practitioner; mental model; blind spot; short + long term memory; cognitive load	formative assessment – MCQ; feedback – one up, one down → sticky notes; peer instruction; live coding – going slow; concept maps	○ learners are usually novices – need mental model; ○ use code-along; ○ exercises throughout (formative assessment); ○ collect feedback
Learning environment	motivation / demotivation; mindset; accessibility	"just"; code of conduct; error framing; lifelong learning; accessibility	○ draw attention to and use code of conduct; ○ use positive lang, no "just"!; ○ help frame errors as learning
Learning to teach	skill, not innate	feedback; lesson study; use ed research	○ research-based instructor training; ○ feedback in workshops