Goal

1. Have one learning goal per lesson – tell learner what it is
2. Show how this fits main goal (i.e. Great Commission)
3. Relevant – people learn best when they really want/need the information (Just in time)
4. Knowledge is never a substitute for obedience (Great Commandment)
5. Goal is for them to be able to pass it on
6. Measure outcomes

Process

1. Group learning is more effective than individual learning
2. Ongoing feedback on if/how they are learning – related to real-world consequences
3. On-going coaching is critical
4. Use long term memory retrieval (questions) – i.e. ask them to think of past experiences that relate to this lesson – this increases learning

Patterns

1. Practice is key: simulations, scenario-based decision making, case-based evaluations, and authentic exercises.
2. Cyclical – several smaller sessions and review spaced out vs. one session
3. Start and then keep improving (don’t wait until it is perfect)
4. Allow failure and learn from it
5. Personalized (use of their name improves learning significantly)