

4. Reflect on Levels of Transfer

There are six levels of transfer that are easily recognizable in most professional development or coaching situations for adult learners. These include progressive stages of overlooking transfer, duplicating the idea exactly, replicating the idea by changing something, integrating the idea with an existing repertoire, mapping the ideas to use in specific ways, and innovating creatively with an idea to take it above and beyond the original idea.

Using a set of bird metaphors –

The metaphors include

Ollie, Head in the Sand Ostrich;

Dan, the Drilling Woodpecker;

Laura, the Look-Alike Penguin;

Jonathan Livingston Seagull;

Cathy, the Carrier Pigeon;

Sam, the Soaring Eagle.