

# How Learning Works

## Audio Transcript

Learning is not done in a vacuum, it requires a supportive environment.

### Slide 1

Consider a significant behavior that you have changed in your adult life or that you have seen changed in another person's life. What triggered the change? What was it that really moved you (or the person) to change?

### Slide 2

If you're like most people, change doesn't happen only in response to information. Rather, for change to really "stick" it requires that our whole person is engaged. People change when they understand, believe, and value new ideas in their lives, and put these new ideas into practice.

### Slide 3

When we talk about people changing, we are really talking about learning: the process of adopting new ways of seeing and doing things. By adopt, we mean to "understand, believe, value, and practice"; in other words, to learn something in such a way that is relevant, meaningful, and applicable to your own life circumstances.

### Slide 4

Learning requires more than the study of ideas and information. It also involves how we feel about the ideas and concepts we are learning and what skills we need to be able to use those ideas. For adults to change something in their work or lives, they need the key information, the skills to do it, and the conviction that it is important to do.

### Slide 5

Our Creator God has made us to be interconnected human beings: mind, heart, and body. Learning takes place across these three domains: cognitive (ideas); affective (feelings) and psychomotor (ideas in action). Since we are whole people, these domains are always at play - even when we don't recognize them. For example, if we are listening to a lecture, but we also have a headache, our physical condition can distract us from the learning. In the same way, if we are feeling frustrated due to stress at our workplace, this can also take away from learning. Or perhaps our mind wanders as we read a textbook because the topic is disconnected from anything we care about.

## **Slide 6**

Research indicates that adults learn 20% of what they hear, 40% of what they see and hear, and 80% of what they do or discover for themselves. We need to do something with new information in order to effectively integrate and retain it. The process of taking apart an idea or theory (analysis) and putting it back together (synthesis) to apply it (application) to our own situation allows us to implement and use new learning - to take action.

## **Slide 7**

MO101 has been designed to engage you as a whole person - with relevant readings, dialogue with your coach and classmates, reflection, and assignments that invite you to take action in ways that are meaningful to your academic journey.

## **Slide 8**

Often traditional schooling focuses only on ideas. But we know from research that effective learning requires more than just sharing information. It involves how we feel about the ideas we are learning, and what we can do with those ideas. In fact, the deepest learning takes place across the affective domain. Memory and emotion are closely linked. We learn best when learning is personal and compelling, deeply felt and connected to an experience that is meaningful to us. Educational research has shown how our neurological, biological, emotional, and spiritual faculties all impact learning.

## **Slide 9**

As you begin MO101, we invite you to consider why you have embarked on this new academic journey at LAPU. Having a clear and compelling purpose, and understanding what motivates you in your studies is key to academic success.

## **Slide 10**

To recap what we've said so far. Learning is holistic: it engages mind, body, and heart. As well, learning is in the doing. There is an old quote that states, "The mind is like the stomach. It's not how much you put into it that counts, but how much it digests." But what else do we know about how learning works?

## **Slide 11**

Learning is about making connections between what we already know and what is new. When we take time to reflect on new knowledge in light of our own experiences or knowledge that is familiar, we have opportunity to "try out" these new ideas and apply them to our personal and professional contexts.

## **Slide 12**

In MO101, we do this by asking application questions as well as giving opportunity to reflect in your weekly journal assignment.

## **Slide 13**

We have said that learning is a process of change, but change can be uncomfortable. It's not always easy to understand, believe, value, and practice new ideas. We are often resistant to change, and like to stay within our comfort zones - with ideas, attitudes, and actions that are familiar to us - that feel safe. And yet, you have chosen to "invest" in a college education through LAPU. And, anything worth investing in always demands a certain amount of risk - to take a step outside our comfort zone. Learning involves an open spirit - a willingness to explore new ideas, to see and understand things in a new way. Learning involves a certain humility - that we may not have it all figured out, and that we can learn from others who may hold different ideas than ourselves.

## **Slide 14**

As you begin MO101, we invite you to come with an open attitude. Whether you have experience in online education or whether this is your first course, this can still be an opportunity to learn a new perspective, whether from the course content or your co-learners.

## **Slide 15**

As well, learning often works best in relationship with others: we can ask questions, explore implications, consider examples, test out assumptions, and discuss how new ideas might apply in different situations.

## **Slide 16**

In MO101, we use the Discussion Forums to provide a “learning community” - a safe place to go deeper in the weekly topic and to “try out” new ideas. As well, your success coach acts as a supportive “dialogue partner” to help you work through the learning together: clarifying the content, and asking questions that invite application in a way that makes sense to you.

## **Slide 17**

As you embark in this new learning journey, our hope is that this course would both prepare and inspire you to succeed in your academic program at this university and wherever life may take you in the days to come...