10 Transformative learning phases

01 Disorienting dilemma
A contradiction between what the students already know and the new information.

02 Self-examination
A stage of comparing students' new experiences with the recent dilemma.

03 Critical assessment
An opportunity to take a comprehensive look at one's past assumptions, some of which will likely turn out to be wrong or outdated.

04 Understanding that challenges are normal
Getting comfortable with the new information.

05 Exploration of new available roles
Discovering the new ways of thinking and living.

06 Action plan
Time to make an action plan to make your new perspectives come true.

07 Acquiring knowledge
Time to understand which skills and knowledge you lack to implement the plan.

08 Implementing the plan
Hard work will reinforce your transformation, as real learning takes place here. It is the most time-consuming stage of transformational learning.

09 Becoming self-confident in the new role
Habits become second nature on this stage.

10 Bringing the new paradigm into life
Time to develop a new plan and set new milestones.

https://agelessgrace.com/transformative-learning-theory-importance-examples-and-benefits/

6 transformative learning techniques

Group discussions

- Help adapt new perspectives
- Show how other people think
- Enable one to be more tolerant of differing worldviews

Problem-solving method

A complicated real-life problem can trigger a disorienting dilemma, initiating a transformative learning cycle.

Critical thinking excercises

Fact or opinion?

Differentiating between facts and opinions is an excellent way to train your brain to think critically. Question every fact you hear because many of them are opinions we have gotten used to.

The news exercise

Find any news entry listing graphs, statistics, or other numerical data. Evaluate the data, asking yourself if you can determine its reliability.

Role-playing

You can implement this method in various forms:

- **Job interview.** Take the role of the interviewee and interviewer to find out your weak points.
- **Counseling**. Take the role of a psychotherapist. Your client says she has suicidal thoughts.
- **Debates.** Assume the roles of opposing political forces and prepare arguments for each.

Simulation-based learning

Specialized simulation software, dummy body parts, and role-plays with minimal equipment are the most practical forms of simulation-based learning.

Mentoring

Mutual understanding, shared values, and trust in each other create caring relationships between teachers and students.