



# Glossary

**Activity** A common experience for study and discussion by participants.

**Andragogy** The art and science of helping adults learn.

**Applying** A stage of the Experiential Learning Cycle, where participants plan for application of what they learned.

**Brainstorm** A spontaneous, noncritical outpouring of ideas related to a topic being considered. Every answer is considered, although it may be eliminated, altered, or combined in subsequent discussion.

**Buzz groups** Short 15-20 minute, small-group discussions on a given topic.

**Case study** A written, oral, or filmed presentation based on a real life situation that is used as a basis for group discussion and problem solving.

**Closure** The completion of a goal, task, or process; coming to conclusion.

**Conceptualization** The process of reflective or abstract thinking.

**Critique** Group evaluation of the effective and ineffective aspects of a training design.

**Deductive** A teaching approach that begins by presenting a truth or fact and proceeds to logical conclusions.

**Design task** An assignment to create a plan for learning through interaction.

**Desired outcome** The expected performance of the learner after the learning experience takes place. Written in less formal language than a learning objective.

**Didactic** Adjective describing a teaching approach in which information is imparted from an expert.

**Dyad** Working together in pairs.

**Energizer** An activity designed to develop readiness for participation in learning events; usually involves physical movement and fun.

**Exercise** An activity designed to develop skills.

**Experiencing** A stage of the Experiential Learning Cycle that usually includes a learning activity or reflection on a past experience.

**Experiential** An approach to learning in which participants in an activity learn through involvement and reflection on the activity itself.

**Experiential learning model** The natural process of learning through experiences. It consists of four phases: (1) the experience, (2) observation and reflection, (3) the development of theories or concepts, and (4) testing in new situations.

**Facilitation** Helping participants learn from an activity; conducting experiential training.

**Feedback** Communication to a group or person that gives information about how they affect others and how they are doing in a training or other activity.

**Fishbowl** A circle-within-a-circle discussion. The inner group talks while the outer group listens and observes.

**Game** An activity that is engaged in for its own sake, usually connoting fun and competition or chance.

**Generalizing** A stage of the Experiential Learning Cycle, where theories or concepts are shared or developed.

**Graffiti sheets** Large sheets of paper hung on the wall for individual expression through words, phrases, or symbols.

**Group process** The pattern of interaction with subjects in a group; its way of functioning.

**Ice breaker** An activity to help participants release their anxiety or to get acquainted at the beginning of a training event; usually involving fun.

**Inductive** A teaching approach based on the discovery of truth or facts resulting from the examination of an experience.

**Input** Exposition of information or theory; a contribution to a discussion.

**Instrument** Paper-and-pencil device used to inventory oneself or a system.

**Intervention** To come between or to stop action, to modify behaviors or situations; used most often as part of feedback or during experiential methods such as role play.

**Item** Component of an instrument.

**K. S. A.** Knowledge, skills, and attitudes.

**Learning objective** Specific criteria to be met to determine if learning has occurred.

**Likert Scale** Attitude-measurement scale developed by Rensis Likerts, usually consisting of measures such as strongly agree, agree, undecided, disagree, or strongly disagree.

**Mentee** A protégée; one whose career is advanced by the help of an experienced person.

**Mentor** A trusted counselor, guide, tutor, or coach.

**Methodology** A system of principles, procedures, and practices applied to any subject matter.

**Model** Theoretical explanation of a complex set of phenomena.

**Modeling** Demonstrating effective behavior.

**Module** A unit of instruction.

**Montage** Composition of closely arranged pictures or words.

**Needs Assessment** Establishing and determining the needs of a particular group.

**Norms** (1) Expected behaviors; (2) Statistical summary of responses to an instrument.

**Participative** Active participation of trainees in their own learning process through joint planning with trainers.

**Processing** A stage of the Experiential Learning Cycle in which group members identify patterns in the data generated by the experience.

**Publishing** A stage of the Experiential Learning Cycle in which participants share reactions and observations of their experiences during a learning activity.

**Questionnaire** An instrument containing related questions, as in a survey.

**Reinforcement** Anything that raises the probability that a response will be repeated.

**Report Out** Reporting of the small group's work to the total group.

**Role-playing** Portrayal of a situation, condition, or circumstance by selected members of a group.

**Self-assessment** Looking inward at oneself, usually through a learning activity, inventory, or evaluation tool.

**Self-disclosure** Communicating about oneself, usually through a learning activity.

**Session** A unit of instructional time devoted to specific topic(s).

**Skill building** Developing effective behavior through practice toward an ideal type.

**Skill practice** The use of reality-based experiences to help learners develop skills through practice sessions.

**Stop session** Stopping the group's work periodically to determine how well the members are functioning as a group.

**Structured experience** Design for inductive learning through the implementation of the Experiential Learning Cycle; focuses on particular learning goals.

**Triad** A group of three people working together.