


# 10 learning principles



Rimanoczy, I. and Brown, C., 2008.

## **1: Relevance**

“Learning is optimal when the focus of the learning is owned by, relevant to, and important and timely for, the individual.”

## **2: Tacit Knowledge**

“Knowledge exists within individuals in implicit, often unaware forms; it is frequently under, or not fully, utilized and can be accessed through guided introspection.”

## **3: Reflection**

“The process of being able to thoughtfully reflect upon experience is an essential part of the learning process, which can enable greater meaning and learning to be derived from a given situation.”

## **4: Uncovering, adapting and building new maps and mental models**

“The most significant learning occurs when individuals are able to shift the perspective by which they habitually view the world, leading to greater understanding (of the world and of the other), self-awareness and intelligent action.”

## **5: Social Learning**

“Social interaction generates learning.”

## **6: Integration**

“People are a combination of mind, body, feelings and emotions, and respond best when all aspects of their being are considered, engaged, and valued.”

## **7: Self-Awareness**

“Building self-awareness through helping people understand the relation between what they feel, think, and act, and their impact on others, is a crucial step to greater personal and professional competence.”

## **8: Repetition and Reinforcement**

“Practice brings mastery and positive reinforcement increases the assimilation.”

## **9: Facilitated learning**

“A specific role exists for an expert in teaching and learning methods and techniques which can help individuals and groups best learn.”

## **10: Systemic understanding and practice**

“We live in a complex, interconnected, co-created world, and, in order to better understand and tackle individual and organizational issues, we have to take into account the different systems and contexts which mutually influence one another and effect these issues.”